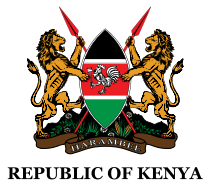




**NGEC**

National Gender and  
Equality Commission

**Annual Report**  
**2022 - 2023**



REPUBLIC OF KENYA



## Published by

### **National Gender and Equality Commission**

1st Floor, Solution Tech Place, 5 Longonot Road, Upper Hill, Nairobi

P.O BOX 27512-00506

Nairobi, Kenya

Mobile: +254 (709)375100

Toll Free: 0800720187

[www.ngeckkenya.org](http://www.ngeckkenya.org)

Twitter: @NGECKENYA

[www.facebook.com/NGECKKenya](http://www.facebook.com/NGECKKenya)

### **Kisumu Regional Office**

Reinsurance Plaza, 3rd Floor, Wing B,

Oginga Odinga Street,

Kisumu Town.

### **Nakuru Regional Office**

Tamoh Plaza, 1st Floor, Kijabe Street,

Nakuru Town.

### **Garissa Regional Office**

KRA Route off Lamu Road, Province,

Garissa Town.

### **Kilifi Regional Office**

Malindi Complex, off Lamu-Malindi Road,

Malindi Town.

### **Kitui Regional Office**

Nzambani Park, off Kitui Referral Hospital Road,

Kitui Town.

### **Isiolo Regional Office**

County Estate, Along Kiwanjani Road

Isiolo Town

## Table of Contents

List of Acronyms	4
Foreword from the Chairperson	6
Statement from the Ag. Commission Secretary / CEO	7
Executive Summary	8
Introduction	10
<b>CHAPTER ONE</b>	<b>11</b>
1.0 The Commission	11
1.1 Functions of the Commission	11
1.2 Powers of the Commission	12
<b>CHAPTER TWO</b>	<b>13</b>
1.0 Programmatic Interventions	13
2.1 Compliance Monitoring and Reporting	13
2.2 Investigations and Redress	26
2.3 Public Education and Mainstreaming	28
2.4 Research and Knowledge Management	34
<b>CHAPTER THREE</b>	<b>40</b>
3.0 Institutional Capacity	40
3.1 Human Resource	40
3.2 Supply Chain Management	41
3.3 Public Communications	41
3.4 Information and Communication Technology	42
3.5 Internal Audit	43
<b>CHAPTER FOUR</b>	<b>44</b>
4.0 Audit Report and Financial Statements	45
<b>CHAPTER FIVE</b>	<b>94</b>
5.0 Challenges, Priority Areas and Recommendations	94
5.1 Key challenges:	94
5.2 Recommendations	94
5.3 Priority areas	95
Appendix 1: The Commission	97
Annex 2	100
Table 1: Institutions that reported on gender mainstreaming in the financial year 2022/2023	100
Table 2: Institutions facilitated to align their workplace policies, action plans, and activities to the basic requirements of gender mainstreaming	109
Table 3: Nairobi Securities Exchange Audit Report of the Boards composition of the 58 listed companies disaggregated by sex	111
Table 4: Complaints Received, Processed and/or Referred by the Commission, 2022-2023	113
Table 5: Inventory of Court Cases; 2022/23	122
Table 6: Bills, Policies, and Administrative Instruments Reviewed in 2022/2023	129

## List of Acronyms

AGPO	Access to Government Procurement Opportunities
CAC	Clean Air Catalyst
CAF	County Assemblies Forum
CDMSG	County Drought Management Steering Group
CIDP	County Integrated Development Plan
CIDPs	County Integrated Development Plans
CoG	Council of Governors,
COSP	Conference of State Parties
CRAWN	Community Advocacy and Awareness Trust
CRPD	Convention on the Rights of Persons with Disabilities
CRS	Catholic Relief Services
CRSV	Conflict-Related Sexual Violence
CS	Cabinet Secretary
CSO	Civil Society Organizations
CSW	Commission on the Status of Women
CUCs	Court Users Committees
EACC	Ethics and Anti-Corruption Commission
EBS	Elder of the Burning Spear
ELGIA	Electoral Law and Governance Institute for Africa
ELOG	Elections Observation Group
ELOG	Elections Observations Group
FGM	Female Genital Mutilation
FIDA	Federation of Women Lawyers-Kenya
FLLOCA	Financing Locally Led Climate Change Action
GBV	Gender-Based Violence
GBVRC	Gender-Based Violence Recovery Center
GDS	Global Disability Summit
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GM	Gender Mainstreaming
GSF	Global Survivors Fund
HSC	Head of State Commendation
IAAD	International Albinism Awareness Day
ICPD	International Conference on Population and Development
IGTRC	Intergovernmental Relations Technical Committee
IPAS	Independent Physician Associations
JICA	Japan International Cooperation Agency
KATTI	Kenya Association of Technical Training Institutions
KENAPCO	Kenya National Association of Private Colleges TVET Student Council

KENHA	Kenya National Highways Authority
KEPSA	Kenya Private Sector Alliance
KNBS	Kenya National Bureau of Statistics
KNCHR	Kenya National Commission on Human Rights
LBSI	Life Bloom Services International
MBS	Moran of the Burning Spear
MCAs	Members of County Assemblies
MDAs	Ministries, Departments and Agencies
NACCSC	National Anti-Corruption Campaign Steering Committee
NCAJ	National Council on the Administration of Justice
NCPWD	National Council for Persons with Disabilities (
NDMA	National Drought Management Authority
NGEC	National Gender and Equality Commission
NITA	National Industrial Training Authority
NPRP	National Prevention and Response Plan
NRTD	National Recommendations Tracking Database
NYS	National Youth Service,
OEWG	Open-Ended Working Group
OGW	Order of the Grand Warrior
OHCHR	Office of the High Commissioner for Human Rights
ORPP	Office of the Registrar of Political Parties
PATH	Program for Appropriate Technology in Health
RRRPs	Rescue, Recovery, and Rehabilitation Programs
SDfGAA	State Department for Gender and Affirmative Action
SDfTVET	State Department for Technical and Vocational Education and Training
SIGs	Special Interest Groups
SUPKEM	Supreme Council of Kenya Muslims
TAC	Technical Advisory Committee
TVET	Technical and Vocational Education and Training
TVETA	Technical and Vocational Education Training Authority
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNSCR	United Nations Security Council Resolution
UNODC	United Nations Office on Drugs and Crime (
UPR	Universal Periodic Review,
VPB	Victim Protection Board
WEE	Women's Economic Empowerment

## Foreword from the Chairperson

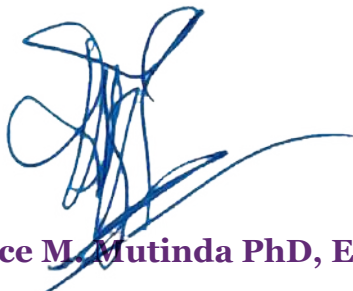
I'm pleased to present the National Gender and Equality Commission's Annual Report for the 2022-2023 Financial Year. This report highlights the Commission's significant progress in advancing equality, inclusion, and human rights for Special Interest Groups (SIGs) within Kenya. During the year, the Commission proactively monitored the 2022 General Elections, championed equality and inclusion within government Ministries, Departments, and Agencies (MDAs), and took a lead role in promoting gender equality and inclusion in addressing climate change.

The Commission also conducted thorough reviews of 56 Bills, Policies, and Administrative Instruments, was actively involved in 12 litigation cases, addressed 162 complaints related to various forms of discrimination, and received and processed 390 gender mainstreaming reports from MDAs. In addition, the Commission played an integral role in public education and mainstreaming endeavours and enhanced its research capabilities to address equality and discrimination matters.

Despite these achievements, the Commission acknowledges persistent challenges, notably insufficient financial support, lack of enforcement mechanisms, and inadequate staffing. To address these challenges, the Commission recommends increased financial support, amendment to the Public Finance Management Act, and enactment of legislation to enforce relevant constitutional provisions.

Looking ahead to the next financial year, the Commission has identified priority areas such as intensifying efforts to eliminate discrimination and combat gender-based violence, contributing to the formulation of a framework for achieving not more than two-thirds gender rule in Parliament, and facilitating the development of a framework for greater involvement of Persons With Disabilities (PWDs) and youth in anti-corruption initiatives.

The Commission remains steadfast in its commitment to promoting equality and inclusion for SIGs in Kenya. We are confident that, by working together with stakeholders, we can create a more just and equitable society for all.



**Dr. Joyce M. Mutinda PhD, EBS**  
**CHAIRPERSON**

## Statement from the Ag. Commission Secretary / CEO

As we come to the end of the 2022-2023 Financial Year, I would like to take this opportunity to acknowledge the support of the Chairperson, Commissioners and Staff, the Government of Kenya, and our development partners.

The Commission's financial allocation for the year was Kshs. 408.3 million; however, this was subsequently rationalized to Kshs. 398.2 million. Despite this, the Commission was able to achieve a high budget absorption rate of 98.8%.

The Commission's strategic plan 2019-2024 has an estimated annual budget of Kshs. 800 million. However, the Commission has consistently been receiving less than Kshs. 500 million, which is further rationalized in the course of the Financial Year. This shortfall in funding has had a significant impact on the Commission's ability to fully discharge its constitutional mandate.

The Commission is making a significant contribution to promoting equality and freedom from discrimination in Kenya. With the continued support of the Government and its development partners, it can achieve even more.

I urge the Government and its development partners to heed the Commission's call for more technical and financial support. By investing in the Commission, we are investing in a more just and equitable Kenya



**Paul Kuria, OGW**

**Ag. COMMISSION SECRETARY/CEO**

## Executive Summary

The National Gender and Equality Commission (NGEC) is steadfast in its commitment to advancing equality, inclusion, and human rights for Special Interest Groups (SIGs) within Kenya. During the 2022-2023 fiscal year, NGEC achieved substantial progress in its core areas of focus, encompassing compliance monitoring and reporting, investigations and redress, public education and mainstreaming, research and knowledge management, and institutional capacity building.

The Commission proactively monitored the 2022 General Elections, aiming to boost the participation of SIGs and fostering diverse stakeholder consultative forums in the lead-up to and aftermath of the elections. The Commission also championed equality and inclusion within government Ministries, Departments, and Agencies (MDAs), the Technical and Vocational Education and Training (TVET) sector, county government structures, the private sector, the peace and security sector, and public transportation. Furthermore, the Commission took a lead role in promoting gender equality and inclusion in addressing climate change.

Over the course of the year, the Commission conducted thorough reviews of 56 Bills, Policies, and Administrative Instruments, was actively involved in 12 litigation cases, addressed 162 complaints related to various forms of discrimination, and received and processed 390 gender mainstreaming reports from MDAs. Additionally, the Commission facilitated the alignment of workplace policies, action plans, and activities for 49 institutions with the fundamental requirements of gender mainstreaming. The Commission also conducted a comprehensive assessment of firms listed on the Nairobi Securities Exchange (NSE), evaluating their compliance with the not more than two-thirds gender principle in leadership and decision-making. This evaluation encompassed 62 companies and placed a focus on the gender composition of their boards.

The Commission played an integral role in public education and mainstreaming endeavours, coordinating stakeholder meetings and organizing public education forums to elevate awareness about the rights and issues of SIGs.

In a bid to bolster research and knowledge management, the Commission enhanced its research capabilities to address equality and discrimination matters, conducted extensive research on various topics affecting SIGs, and established comprehensive databases for tracking and analyzing SIGs-related concerns.

Recognizing the significance of institutional capacity, the Commission implemented the National Gender and Equality Staff Pension Scheme to support its dedicated staff. The Commission's budget for the 2022-2023 Financial Year was Kshs. 408.3 million, with actual expenditures amounting to Kshs. 403.5 million, reflecting a budget absorption rate of 98.8% against the 96% rate in the previous fiscal year.

Despite these achievements, the Commission acknowledges persistent challenges in achieving complete equality and inclusion, notably:

1. Insufficient financial support
2. Lack of enforcement mechanisms to ensure compliance with minimum requirements for gender equality and inclusion.
3. Inadequate staffing to address the high number of cases related to discrimination and inequalities.

To address these challenges, NGEC recommends the following:

1. Increased financial support.



2. Amendment to the Public Finance Management Act to require Ministries, Departments, and Agencies to obtain gender and inclusion clearance from NGECC.
3. Enactment of legislation to enforce Article 81b, Article 27, Article 100, and Article 56 of the Constitution of Kenya 2010, related to gender representation, special interest groups, and affirmative action programs.

Looking ahead to the next financial year, the Commission has identified the following priority areas:

1. Intensify efforts to eliminate discrimination and combat gender-based violence at the community and workplace levels.
2. Contribute to the formulation of a framework for achieving the not more than two-thirds gender rule in the national Parliament.
3. Facilitate the development of a framework for greater involvement of Persons With Disabilities (PWDs) and youth in anti-corruption initiatives.
4. Monitor and document inequalities in youth and women empowerment funds, including the hustler fund and other affirmative action funds.
5. Continue auditing the inclusion of SIGs in county government executive, assemblies, public services, nominations, and appointive positions.
6. Support technical and vocational education and training institutions in applying principles of equality and inclusion.
7. Facilitate the development of a model strategy for managing child pregnancies, for consideration by national and county governments.
8. Complete the audit of green energy uptake among SIGs, including solar lanterns and improved cooking Jikos.
9. Fully operationalize Commission rules and regulations to enhance investigative procedures and complaint management.

In summary, NGECC's unwavering commitment to promoting equality and inclusion remains at the forefront of its mission, as it addresses challenges and strives to advance the rights and well-being of Special Interest Groups in Kenya.

## Introduction

Reporting by Commissions and Independent Offices.

Article 254 (1) of the Constitution of Kenya 2010 requires Constitutional Commissions and holders of Independent Offices to submit a report to the President and Parliament as soon as practicable after the end of each Financial Year.

Section 53 (1) of the National Gender and Equality Commission Act No. 15 of 2011 states the report of the Commission under Article 254 of the Constitution shall, in respect of the Financial Year to which it relates, contain;

- a) the financial statements of the Commission;
- b) a description of the activities of the Commission;
- c) recommendations on specific actions to be taken in furtherance of the findings of the Commission;
- d) recommendations on legal and administrative measures to address specific concerns identified by the Commission; and
- e) any other information relating to its functions that the Commission considers relevant.

This report is prepared according to Article 254 of the Constitution of Kenya 2010 and Section 53 of the National Gender and Equality Commission Act No. 15 of 2011. The report details key achievements made by the Commission in the Financial Year 2021-2022 in monitoring, auditing, facilitating and coordinating the integration of the principles of equality and inclusion at international, regional and national levels, and a summary of good practices and challenges encountered during implementation of its programmes.

# CHAPTER ONE

## 1.0 The Commission

The National Gender and Equality Commission (NGEC) is a Constitutional Commission established by the National Gender and Equality Commission Act. No. 15 of 2011 under Article 59 (4) & (5) of the Constitution of Kenya, 2010. The Commission's mandate is to promote gender equality and freedom from discrimination for all people in Kenya with a focus on special interest groups, which include women, children, youth, persons with disabilities (PWDs), older members of society, minorities and marginalized groups.

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

Concise rewrite:

The Commission's leadership at the end of the Financial Year was Dr. Joyce M. Mutinda PhD, EBS (Chairperson), Dr. Chomba Munyi PhD, MBS (Vice-Chairperson), Commissioners Thomas Koyier EBS and Caroline Naikena Lentupuru MBS, HSC and Commissioner Dr. Margaret Karungaru (joined on April 25, 2023). The Commission Secretary/CEO was Betty Sungura MBS.

## 1.1 Functions of the Commission

The mandate of NGEC spelt out under Section 8 of the National Gender and Equality Commission Act No. 15 of 2011 is to:

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

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

## **1.2 Powers of the Commission**

General functions and powers.

In addition to the powers conferred in Article 252 of the Constitution, Section 26 of the National Gender and Equality Commission Act No. 15 of 2011 confers the Commission powers to;–

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

## CHAPTER TWO

### 1.0 Programmatic Interventions

### 2.0 Programmatic Interventions

This chapter presents theme-based policy and programmatic achievements for the Financial Year 2022/2023.

#### 2.1 Compliance Monitoring and Reporting

##### 2.1.1 Participation and Inclusion of Special Interest Groups in Political Leadership

To promote and ensure the inclusion of the SIGs in political and governance processes, the Commission invested in various interventions including:

#### **a) Monitoring the 2022 General Elections**

The Commission monitored the participation and involvement of Special Interest Groups (SIGs) in the 2022 general elections processes including; political campaigns, political party nomination processes, administration and logistics related to the polling, tallying and announcement of the results, and post-polling activities. The objective of the monitoring exercise was to assess the participation, involvement, and contributions of SIGs in the electoral process. Some of the aspects covered by the monitoring exercise included: Campaign financing of SIGs candidates; Access to information about elections; Accessibility of campaign and polling venues; Incidences of Gender Based Violence particularly those directed to SIGs; Electoral malpractices and how they affected SIGs involvement in elections; and Media coverage of SIGs during the campaigns period. Monitoring tools were developed for the different electoral phases. The campaign monitoring ran from May 29 to August 6, 2022, covering 44 of Kenya's 47 counties, and involved 3000 observations.

On preparedness (administration and logistics), the NGEC monitored the extent to which agencies with the greatest responsibility of managing and implementing elections were prepared to deliver the 2022 general elections. The assessment covered 42 sites including 39 counties and diaspora designated sites in Tanzania (2) and Uganda (1).

The monitoring exercise established that most of the SIG candidates lacked adequate finances and support from their political parties toward holding effective campaign meetings. Multiple campaign-related malpractices were also observed including; bribery (disguised as transport reimbursement for campaign attendees), use of discriminatory statements, incitements, campaigning beyond the specified time, and conduct of campaigns in non-designated venues and without following approved campaign schedules. A report of the exercise titled "Involvement and Participation of Special Interest Groups (SIGS) in the 2022 General Elections, Kenya was prepared. The report contains recommendations directed to agencies responsible for electoral governance and management in Kenya.

#### **b) Diverse Stakeholder Consultative Fora (Pre and post-election period)**

The Commission facilitated and coordinated a series of stakeholder consultative fora aimed at enhancing the participation and inclusion of SIGs in the electoral process through ensuring gender-responsive reporting, preventing Gender Based Violence (GBV), and creating an inclusive environment for all Kenyan citizens to exercise their political rights. Some of the fora include:

- a) With support from UNWomen and the Wangu Kanja Foundation, the Commission organized and facilitated a multi-stakeholder meeting on July 1, 2022, to assess the preparedness of SIGs' participation in the 2022 general elections. This forum designed strategies for preventing and responding to GBV during the elections, eliminating duplication of efforts among actors, and promoting inclusivity.
- b) On July 5, 2022, NGEC held a consultative meeting with over 100 media practitioners, journalists, editors, and communications experts. The objective was to champion gender-responsive and gender-balanced media reporting, including the provision of airtime and adequate space for women and other SIG candidates to promote their manifestos during the electoral process.
- c) In appreciation of the role of election observation in building public confidence in electoral management and governance, the Commission facilitated a meeting with diverse international and domestic election observers with a focus on promoting the rights of SIGs in the electoral processes. These included observers from non-state actors such as Elections Observation Group (ELOG), Federation of Women Lawyers-Kenya (FIDA-K), and Mtoto news among others, and State agencies including commissions and independent offices. The actors indicated their intention to deploy over 1,000 observers. The meeting acknowledged the role of the observers in promoting public confidence, inclusive elections and its contribution to the reduction of electoral-related violence, including GBV.
- d) Through the Kisumu regional office, and in partnership with Action Network for the Disabled, the Commission held a consultative meeting with Disabled Persons Organizations from Vihiga, Kisumu, Siaya, Migori and Homabay Counties. The meeting discussed the gains, challenges, and good practices for Persons with Disabilities (PWDs) during the 2022 electoral process. The meeting presented an opportunity for the PWDs to take part strategically in the development of the 2022 -2027 County Integrated Development Plan (CIDP). The NGEC encouraged PWDs to take part in public participation sessions to ensure their issues are integrated with the county plans including annual development plans and budgets.
- e) The Commission contributed to a dialogue on child-focused elections preparedness and response strategy in a meeting held on 5th July 2022 in Nairobi. The purpose of the meeting was to assess progress made toward a child-focused election, preparedness and response strategy for protecting children from harm. The meeting resolved to activate child participation programs, revitalize safeguarding and protection mechanisms for children, and involve media in highlighting the rights of children during elections.
- f) Contributed to a symposium on the participation of Special Interest Groups in the 2022 General Elections in Kenya. The meeting organized by FIDA-Kenya was held from 30th November to 2nd December 2022. The Commission made a presentation on election monitoring and the space of observers in improving the participation of SIGs in electoral processes.
- g) Participated in a post-election Civil Society Organization technical working group organized by Elections Observations Group (ELOG), Electoral Law and Governance Institute for Africa (ELGIA), and other stakeholders. The workshop provided a platform for reflecting on key findings of election observation and recommendations towards improving future election cycles. The meeting was held from 8th to 10th February 2023.

- h) Facilitated the Office of the Registrar of Political Parties (ORPP) in a forum aimed at the promotion of political rights for SIGs, promotion of representation for SIGs, and compliance of political parties to political parties' code of conduct. The forum brought together women, youth, Persons with Disabilities (PWDs), and local political party leaders. The forum was held in May and June 2023.
- i) In partnership with the Supreme Council of Kenya Muslims (SUPKEM), the Commission through the Garissa regional office facilitated a stakeholder meeting on the SUPKEM peaceful election project 'uchaguzi bila balaa' in the county on 24 May 2023. During the forum, stakeholders were able to identify actions, interventions, and policies that worked well during the 2022 elections and subsequent bi-elections for consideration and application in the 2027 elections.
- j) Contributed to a workshop organized by UN Women to commission a study on Political Economy Analysis of Women's Political Participation in Kenya. The primary objective of the study was to enhance understanding of the challenges faced by women in politics. From this study, a publication titled, Pambana was co-created. The findings from the study and the publication contribute to efforts to enhance women's political participation in Kenya.

### **2.1.2 Equality and Inclusion in the Anti-Corruption Sector**

To enhance the application of the principles of equality and inclusion in the anti-corruption efforts, the Commission implemented a project funded by the Ford Foundation in Kenya: "Building the agency of the disabled persons and their networks to amplify their voices in the fight against corruption in Kenya". The project is designed to bolster the participation and contributions of PWDs and their networks in national and county anti-corruption programs.

The program was implemented in collaboration with the Ethics and Anti-Corruption Commission (EACC), the National Anti-Corruption Campaign Steering Committee (NACCSC), and the National Council for Persons with Disabilities (NCPWD), among other key stakeholders in the anti-corruption sector. The project recognizes that corruption poses significant barriers to human, political, and socio-economic development and disproportionately affects the most vulnerable populations including PWDs. During the period under review, the Commission implemented the following activities under the project:

- a) Convened a high-level consultative meeting with key actors in the anti-corruption sector. The meeting deliberated and identified strategies and opportunities for amplifying the voices of PWDs and their networks in the anti-corruption efforts in Kenya. The meeting brought together 90 actors drawn from both the state and non-state sectors. The meeting concluded that SIGs suffer disproportionately from corruption actions and called on key agencies in the anti-corruption campaign to ensure the inclusion and participation of PWDs in anti-corruption programming.



*At the front row: from left to right: Dr. Joyce M. Mutinda, PhD, EBS, the Chairperson, NGECC, Dr. Monica Muiru, Vice Chair, EACC, Secretary of the African Parliamentarians Network against Corruption, Dr. Chomba Munyi, MBS, Vice Chairperson, NGECC and participants during the high-level consultative meeting with key actors in the anti-corruption sector held on 29th November 2022*

- b) Held four (4) regional fora with the Organization for Persons with Disabilities (OPDs), PWDs and their agencies to discuss the effects of corruption on PWDs, the role and contributions of PWDs to the fight against corruption. The fora were held in Eldoret, Mombasa, Muranga, and Machakos. During the forums, participants were able to appreciate and identify the opportunities through which PWDs and their network can contribute to fighting corruption. Three hundred and fifteen participants were involved.
- c) Drawing from the National and Regional forums, the Commission completed a report title, 'Building the Agency of the Disabled Persons and their Networks to Amplify their Voices in the Fight Against Corruption in Kenya, Proceedings from National and Regional consultative fora. This report is a documentation of good practices and opportunities. The report will be published in the financial year 2023/2024.

### **2.1.3 Equality and Inclusion in Government Ministries, Departments and Agencies (MDAs)**

Function 8 (j) of the National Gender and Equality Commission Act No. 15 of 2011 mandates the Commission to receive and evaluate annual progress reports made by public institutions and other actors on compliance with constitutional and statutory requirements on implementation of the principles of equality and freedom from discrimination. During the period under review, the Commission received reports from three hundred and ninety MDAs (Table 1, annexe 2). The agencies report on the progress made in the implementation of principles of equality and freedom from discrimination for the period named financial year 2022/2023. There has been a marginal increase in the number of institutions reporting on gender mainstreaming over the years. The evaluation showed increased compliance by MDAs on the different gender mainstreaming indicators.

The Commission also facilitated the review of Gender Mainstreaming (GM), reporting tools



based on the 19th cycle of performance contracting, and prepared indicators for assessing gender mainstreaming levels in the public sector. In collaboration with the State Department for Gender and Affirmative Action (previously the State Department for Gender), the Commission facilitated a training of 400 MDAs on the revised and improved gender mainstreaming reporting tool.

Further, the Commission facilitated forty-nine (49) Government Ministries, Departments, and Agencies (MDAs) (Table 2, annexe 2) to align their workplace policies, action plans, and activities to the basic requirements of gender mainstreaming. The MDAs were trained in programming on gender mainstreaming, equality, and inclusion in the workplace. During the training, the MDAs requested NGECC to support them in establishing functional reporting and complaint-handling mechanisms for GBV.

#### 2.1.4 Equality and Inclusion in the TVET Sector



*Empowering Kenya's TVET Sector: National Gender Commission & GIZ-Kenya Collaborate on Model Gender Policy*

Commission with support from GIZ-Kenya coordinated and facilitated the development of a Model Gender Policy for Technical and Vocational Education and Training (TVET) sector. The development of the model policy involved a national technical committee consisting of key agencies responsible for gender mainstreaming and inclusion in the TVET sector. The NGECC chaired the committee whose members included GIZ, the Council of Governors, State Department for Technical and Vocational Education and Training (SDfTVET), Kenya Association of Technical Training Institutions (KATTI), State Department for Gender and Affirmative Action (SDfGAA) Technical and Vocational Education and Training Authority (TVETA), Kenya Private Sector Alliance (KEPSA), Kenya National Association of Private Colleges (KENAPCO), TVET Student Council, National Industrial Training Authority (NITA), National Youth Service, and all coordinators of the NGECC regional offices. The latter served on the user committee.

The Commission facilitated the validation of the draft model policy on 19th December 2022. The model policy will guide both private and public institutes and other actors in the TVET sector in developing their institution-based Gender Mainstreaming Policy to promote gender equality and inclusion in the education sector. The policy is a bold step in efforts toward enhancing gender

mainstreaming and inclusion in the Country. The model policy will be launched and disseminated in the financial year 2023/2024.

### **2.1.5 Equality and Inclusion in the County Governments**

#### **a) Representation of SIGs in County Executive Committees**

The Commission undertook an analysis of the composition of the County Executive Committee Members in the forty-seven (47) counties to identify the level of representation of women and men based on the minimum threshold of the not more than two-thirds gender principle. This data was used to prepare a statement requested by the Senate Departmental Committee for Justice, Legal Affairs and Human Rights. The committee needed information on the statement on the actualization of the not more than two-thirds gender rule in County Governments. The data showed that of the 42 counties that had completed the appointment process, 88% of them have complied with the not more than two-thirds gender principle set at 33%. Some of the Counties that have not complied that then included Lamu, Marsabit, Isiolo, Embu and Laikipia. The commission will continue monitoring these counties on the progress they are making towards the fulfilment of the not more than two-thirds gender requirements.

In partnership with the Kisumu Equality and Inclusion Technical working group, stakeholders recommended to the Kisumu governor to reconsider the gender ratio in the appointment of County Executive Committee members. The appointments had violated the not more than two-thirds gender rule. The Governor has since complied with the request and four (4) female CECMs including one (1) female youth have been appointed to the cabinet.

#### **b) Induction of County Leadership**

As a member of the technical working group established by the Council of Governors, the Commission contributed to the development and delivery of an induction manual for 2022 County leadership. The purpose of the manual is to equip third county leadership with knowledge of and appreciation of the devolved system. The manual provided a section on gender equality and freedom from discrimination. During the induction meeting, the Commission emphasized the need for the county leadership to adhere to the two-thirds gender rule in the appointment of the county executive committee members, the progressive inclusion of at least 5% of Persons with Disabilities and other SIGs during the formation of their Governments. The Commission also underscored the need for the constitution of a specific department for SIGs, the appointment of an inclusive senior management team, and consideration of priority needs for SIGs during the distribution of resources and opportunities.

The Commission facilitated the induction of the new county government administration including the County Assembly and the Executive on the roles of County Equality and Inclusion Technical Working Groups in promoting gender equality. In partnership with UN Women and the Centre for Governance and Democracy, the Kitui and Nakuru regional offices conducted training on Gender Responsive Budgeting in West Pokot, Laikipia, and Machakos Counties. This training took place from the 25th to 28 October 2022. The Kisumu regional office also facilitated the Council of Governors to offer training on Gender Responsive Budgeting during peer-to-peer learning for County Governments held in May and June 2023.



*Empowering Local Governance: National Gender Commission's Training for County Assembly Members on Legislation and Oversight*

The Commission also facilitated Members of the County Assembly on gender-responsive legislation, planning, and budgeting. The training brought together 50 Member of County Assemblies (MCAS) drawn from 11 select Counties: Nakuru, Wajir, Turkana, Isiolo, WestPokot, Samburu, Kilifi, Nyandarua, Laikipia, Vihiga, and Tharaka Nithi. The meeting provided a platform for engagement with MCAs and equipping them with practical tools and insights for advancing gender equality and inclusion within their legislative, oversight, and representation roles.

### **c) County Development**

The Commission through its regional offices participated and contributed to the development of County Integrated Development Plans (CIDPs) 2022-2027 as well as the County Budget Participation process for the fiscal year 2022/2023. The Commission ensured that the CIDPs and budgets integrate gender considerations across all sectors and aspects of county development.

#### **2.1.6 Equality and Inclusion in the Private Sector**

Board diversity is a determinant of corporate governance standards and the overall performance of an organization. In this regard, the Commission undertook a desktop assessment of firms listed in the Nairobi Securities Exchange (NSE) to evaluate their compliance with the not more than two-thirds gender principle in leadership and decision-making. The assessment was undertaken within the week of 3rd – 7th October 2022. The assessment covered 62 companies and focused on the gender composition of their boards. Information on four (4) listed companies had no data disaggregated by sex for its board members; Deacons (EA), Eaagad, Kenya Orchard and Kurwitu Venture.

The assessment shows that there are 540 board members, out of which 133 (25%) are female while 407 are male. Out of the 58 Companies audited, 23 Companies (40%) had attained the board composition threshold of not more than two-thirds gender. Nine companies (15.5%) did

not have women serving on the boards. At the time of assessment, Standard Chartered Bank of Kenya, Kenya Commercial Bank and Home Africa had the highest proportion (50%) of women serving on their boards (Table 3, Annex 2). Out of the 58 companies, assessed 8 companies had female Chief Executive Officers (14%).

While there is indeed some growth in the representation of women in leadership roles within the private sector, the findings underscore the need for continued advocacy and concerted efforts to ensure adherence to the principles of gender equality and inclusion across all levels of corporate leadership in this sector.

### **2.1.7 Equality and Inclusion in the Peace and Security Sector**

The Commission provided input to the police and prison reforms national task force on enhancing the service delivery and on improvement of the terms and conditions of service and other reforms for members of the National Police Service and the Kenya Prisons Service

The Commission participated and contributed to the North Rift Economic Bloc gender technical sector pre-summit on compliance of the region with UN resolution 1325 on women, peace, and security, and resolution 2250 on youth and peace. The summit participants included County Executive Committee Members, Chief Officers, and Directors from the County Governments of Turkana, Nandi, West Pokot, Baringo, Uasin Gishu, Samburu, and Elgeyo Marakwet. The pre-summit was premised on the UNSCR 1325 and 2250 pillars addressing peace and security: prevention, participation, protection, relief, and recovery.

The pre-summit agreed on the need for the relatively peaceful counties (Uasin Gishu, Nandi, and Trans-Nzoia) to give more support to the other counties towards measures that address conflict resolution including the use of faith diplomacy initiatives, having common service points that pull together the communities to a single agenda, integrating gender in peace initiatives, hosting peace and conflict resolution events, sustaining favourable gender equality and inclusive policy, legislative frameworks and dedicated resource allocation to gender mainstreaming initiatives in the region.

### **2.1.8 Equality and Inclusion in Public transport**

The Commission recognizes that public transport is not just a means of moving people from one place to another but also a determinant of access to opportunities, resources, and services. The design and operation of public transport can either reinforce or challenge gender disparities.

In this regard, the Commission facilitated the development of draft guidelines for Mainstreaming Gender in Roads Subsector. The Commission and the funding agencies emphasized the need to conduct a gender assessment for each road project to establish gender dimensions in the project. The Kenya National Highways Authority through a consulting firm and with the support of the Commission formulated a comprehensive gender guideline for use in the development and implementation of the Mombasa-Mariakani highway project. This project is now a showcase of gender considerations in major highways. The overall objective of the gender assessment was to provide strategic direction for gender mainstreaming in the roads sub-sector and to provide a tool for effective mainstreaming of gender in infrastructure programs and projects. In the course of carrying out the gender analysis for the project, it was established that there were no specific indicators for mainstreaming gender in the transport sector. KENHA in consultation with NGECC and the consulting firm (GIBB Africa) have made various reports that include;

- a) Strategy for Gender mainstreaming in the road sub-sector and gender monitoring action plan for the road sub-sector.
- b) Guidelines, checklists and tools for implementation of gender programming in the road subsector
- c) Illustrative case studies of gender mainstreaming in the road sub-sector.
- d) Gender issues in the road sub-sector in Kenya, three local case studies were carried out:
- e) Mariakani Highway Project section 2-1
- f) Kisii (A1) Road Project 3-1
- g) Kagio Road Project 4-1
- h) Gender programming in the road sub-sector in Kenya; Gender mainstreaming training manual

The Commission is also a member of the JICA Public Transport Project (a project for capacity building for bus operation policy and management in the Nairobi Metropolitan Area). The Commission is a member of both the steering and technical committees, ensuring that its input is pivotal in fostering the integration of principles centred on equality, inclusion, and freedom from discrimination in public transport in Kenya. During the reporting period, the Commission provided technical support in the conceptualization of an inclusive urban public bus transport system and reviewed data collection tools for the baseline survey of the project. The findings of this study will be used to improve the design of dimensions of inclusion.

### **2.1.9 Gender Equality and Inclusion in Climate Change**

Climate change often exacerbates existing inequalities and vulnerabilities. It disproportionately affects Special Interest Groups as they are often more reliant on natural resources and less equipped to adapt to changing environmental conditions. They also have limited access to resources, information, and decision-making processes related to climate change adaptation and mitigation. To integrate gender-responsive and inclusive approaches into climate policies and action, the Commission:

- a) Participated and contributed to the multi-stakeholder workshop on Political Economy Analysis on Air Quality in the Nairobi City Metropolis. The purpose of the workshop was to address sector-specific questions relating to the current practices around minimizing air pollution from five key areas; Waste management, industries (including small businesses), transport, energy, and the legal and institutional framework on air pollution control. Clean Air Catalyst (CAC) organized the workshop.
- b) As a member of the Technical Advisory Committee (TAC) for the project focused on integrated sound management of mercury in Kenya's artisanal and small-scale gold miners, the Commission has been an integral resource in providing input on how the project can effectively incorporate gender mainstreaming in the artisanal and small-scale gold mining sector. The project is implemented by the State Department for Environment and Climate Change, Ministry of Environment, Climate Change and Forestry.
- c) Contributed to the development of pragmatic approaches to human rights-based programming in addressing climate change. The joint stakeholder meeting was organized by the UNDP and held on 31st October 2022.
- d) Through the Garissa Regional Office in partnership with the Commission on Administrative Justice participated in a County Engagement Workshop on Financing Locally Led Climate Change Action (FLLOCA), on 24th -25th April 2023. The forum objectives were to engage county stakeholders in understanding and exploring financing mechanisms for locally-led

climate change interventions. The workshop provided a platform for knowledge exchange, capacity building and collaboration to support climate resilience and sustainable development at the local level.

### **2.1.10 The Not More than the Two-Thirds Gender Principle**

Article 81 (b) of the Constitution of Kenya 2010 requires that “Not more than two-thirds of the members of elective or appointive bodies shall be of the same gender”. Article 27(8) requires that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective public bodies shall be of the same gender. To date, this provision has not been implemented in the national Parliament. The legislation of the two-thirds gender principle has been elusive since the promulgation of the Constitution of Kenya, in 2010. To advocate for the enactment of the more than two-thirds gender principle, the Commission held a parliamentary dialogue with members of the National Assembly and the Senate to discuss the probable formula. Members of parliament agreed that the relevant committees of both houses would work together and come up with a plausible bill. The meetings were held on 28th February 2023 and 21st March 2023 respectively.

Further, the Commission made presentations to the gender donor and development group on the early perceptions of the performance of women in the 2022 general elections. The presentation focused on the enabling legal and policy environment that hindered or promoted women’s participation in elections, and some of the good practices that promoted increased women’s participation (or lack of).

The Commission also facilitated the Ministry of Public Service, Gender and Affirmative Action with the development of a draft bill dubbed, ‘the Constitution of Kenya (Amendment) Bill, 2023, for consideration by an anticipated national task force established to provide the state with plausible mechanisms for the realization of Articles 27, 81b and 100 of the Constitution of Kenya. The draft bill seeks to increase the representation of SIGs including women, PWDs, youth, and ethnic minorities in Parliament.

### **2.1.11 Facilitate State Compliance with Reporting International and Regional Obligations**

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

The National Gender Equality Commission is mandated to act as the principal organ of the State in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom from discrimination and relating to special interest groups. Under this function, the Commission contributed to the development of country reports and in a few cases participated in the ‘hearing/submission’ sessions organized by the treaty bodies. The sub-sections that follow provide a detailed account of each international or regional obligation that NGEC was involved in and how the commission facilitated the State to comply with the minimum reporting requirements.

#### **a) The 67 Session of the Commission on the Status of Women (CSW)**

The Commission on the Status of Women (CSW) is instrumental in promoting women’s rights, documenting the reality of women’s lives throughout the world, and shaping global standards on

gender equality and the empowerment of women. It was established through ECOSOC resolution 11(II) of 21 June 1946. As a member of the technical working Committee, the NGEC contributed to the development of the country position paper and supported the successful planning and execution of the sixty-seventh session of the Commission on the Status of Women (CSW 67). The Commission also participated in the body session held from 6th-17th March 2023, in New York. The theme for the session was Innovation and Technological Change, and Education in the Digital Age for achieving gender equality and the empowerment of all women and girls.

The Commission, in collaboration with the Zimbabwe Gender Commission and South Africa Commission for Gender Equality, hosted a side event on 15th March 2023 on the role of the Constitutional Commissions in promoting accountability towards gender equality and the empowerment of women in Africa. The joint side event provided an opportunity for the commencement of the establishment of a regional gender-responsive South-South and triangular cooperation framework.

### **b) Open-Ended Working Group (OEWG) on Ageing**

The Open-Ended Working Group on Ageing was established by the General Assembly by resolution 65/182 on 21 December 2010. The objective of the working group is to strengthen the protection of human rights for older persons. The Commission contributed to the development of Kenya's position paper and supported the planning of the 13th session of the Open-Ended Working Group (OEWG) on Ageing. The Commission also participated in the body session of OEWG in New York from 3rd to 6th April 2023. The session focused on the right to health and access to health services for older persons. The session also discussed the normative inputs of the 12th session on 'sustainable development' and 'economic security'.

### **c) The 16th Session of the Conference of State Parties (COSP) on the UN Convention on the Rights of Persons with Disabilities (CRPD).**

The Convention on the Rights of Persons with Disabilities (CRPD) was adopted by the UN General Assembly by its resolution 61/106 of 13 December 2006. It came into force on 3 May 2008 upon its 20th ratification. The CRPD is a legally-binding agreement between Member States who have signed the Convention to uphold, promote and protect the rights of persons with disabilities as defined in the treaty. Kenya ratified the Convention on the Rights of Persons with Disabilities (CRPD) on 19 May 2008. Article 40 of the CRPD stipulates that States Parties shall meet regularly in a Conference of States Parties (COSP) to consider any matter about the implementation of the Convention. Since 2008, the COSP has been held annually at the United Nations Headquarters in New York, covering a range of themes and issues in round-tables, interactive dialogues and side-events. In this regard, the Commission contributed to the preparation of the Country Report for the 16th Session of the Conference of State Parties (COSP) on the UN Convention on the Rights of Persons with Disabilities (CRPD). The session was held in New York from 13 to 15 June 2023. The overarching theme of the conference was harmonizing national policies and strategies with the CRPD. The Commission however did not participate in the treaty session, as the delegates were not able to acquire travelling visas.

The Commission issued an advisory to the Cabinet Secretary (CS), Ministry of Labour and Social Protection on compliance and preparation of the country status reporting. The Ministry through the CS was advised to ensure the preparation for all the country status reporting begins early preferably two months before the sessions; allocate adequate resources for preparation and coordination; ensure the Country Status reports are co-created by a multi-agency group and provide for validation of the reports by relevant stakeholders.

Further, the Commission contributed to the drafting of submissions on the general comment on the Convention on the Rights of Persons with Disability (CRPD) under Article 11 of the CRPD relating to situations of risk and humanitarian emergencies.

#### **d) The 12th and 13th Periodic Reports on the African Charter on Human and Peoples' Rights**

The Commission participated in a dissemination forum for recommendations from the 12th and 13th periodic reports on the African Charter on Human and Peoples' Rights. The forum provided a platform for engagement and dialogue among different stakeholders in the protection and promotion of human rights standards, address violations, and creating positive change in the country's human rights landscape.

#### **e) Global Disability Summit (GDS)**

The Global Disability Summit (GDS) is aimed at raising global attention and focusing on neglected areas and inclusive sustainable development with a special focus on PWDs. The GDS strengthens the capacity of organizations of PWDs in the Global South and their engagement with governments, mobilizing targeted and concrete commitments on disability inclusion, and inclusive development, and highlighting best practices and evidence from across the world on disability-inclusive development, and progress made. As a member of the Inter-Agency Coordination Committee (IACC) on the implementation of the Global Disability Summit commitments (GDS), the Commission contributed to several consultative meetings to ensure the effective and efficient implementation of the GDS commitments. Specifically, the Commission actively participates in the inclusive education sub-committee and the sub-committee addressing stigma and discrimination.

#### **f) International Conference on Population and Development (ICPD)**

The Commission participated and contributed to the development of the 3rd annual country report on the status of implementation of the International Conference on Population and Development (ICPD). Specifically, the report highlighted achievements on ICDP+25 commitment 15 on ending gender inequality and other forms of discrimination by 2030. Further, the Commission participated in a stakeholder review meeting of the International Conference of Population and Development 30 years later (ICPD30). The meeting which was held on 22nd March 2023 provided an opportunity where the National Council for Population and Development to present highlights of ICPD25 country commitments 3rd annual progress report and the 56th UN Commission on Population and Development Country Statement.

#### **g) Agenda 2030: Sustainable Development Goals**

The Commission contributed to the 2022 National Multi-Stakeholders Sustainable Development Goals conference held between 30th November and 2nd December 2022 in Mombasa. The conference deliberated on innovative approaches for accelerating the implementation of the SDGs commitments.

Further, the Commission contributed to the launch of methodology for collecting data on Sustainable Development Goal (SDG) 16 in Nairobi County. The methodology presented seeks to provide a methodological tool designed for the precise measurement of key indicators related to SDG 16. KNCHR and the Kenya National Bureau of Statistics (KNBS) organized the meeting on 1st November 2022.

The Commission also participated in the review of data producers, suppliers and user platforms for



knowledge sharing, dialogue, and innovative solutions towards addressing the pressing challenges on SGBV faced by Kenya on its implementation of the Sustainable Development Goals (SDGs). The Government of Kenya under the Gender-Based Violence Action Coalition has committed itself to the implementation of GBV laws and policies, increasing investment in GBV prevention and response, integrating GBV services, scaling up the national police service integrated response to GBV, and strengthening collaboration with non-state actors to end GBV. The meeting was held from 5th -7th June in Machakos County.

#### **h) UN Convention against Torture and Other Cruel Degrading Treatment or Punishment and the International Convention on Civil and Political Rights**

The Commission participated and contributed to a meeting organized by the office of the Attorney General to discuss the implementation of the UN Convention against torture and other cruel degrading treatment or punishment and the International Convention on Civil and Political Rights. The meeting was held on 9-10th March 2023.

##### **i) Generation Equality Forum Commitments**

The Generation Equality Forum is a global initiative led by UN Women, dedicated to gender equality and women's empowerment. It aims to accelerate progress towards achieving gender equality and women's rights by mobilizing governments, civil society, youth, and the private sector. Kenya, like many other countries, has made commitments and taken actions to promote gender equality and address issues such as GBV, women's economic empowerment, and women's participation in leadership and decision-making. Specifically, Kenya is a co-leader in the Action Coalition on Gender-Based Violence.

The Commission, in collaboration with UNWOMEN and the Wangu Kanja Foundation, held a two-day reflective workshop to take stock of the progress and contribution made by NGEV in programs aimed at ending GBV. The reflection proposed strategies for engaging state actors and duty-bearers in promoting Gender Equality and ending all Forms of GBV. It also identified data gaps that if not addressed will hamper NGEV efforts toward monitoring Kenya's commitments to the Generation Equality Forum. The workshop was held between the 20th and 23rd October 2022 in Machakos County.

Further, the Commission through the Nakuru Regional Office, participated and contributed to an accountability forum on gender equality organized by civil society organizations. The forum assessed the status of implementation of the Generation Equality commitments at the sub-national and national levels.

#### **j) National Mechanism for Reporting and Follow-up (NMRF)**

The National Recommendations Tracking Database (NRTD) is a generic database offered by the Office of the High Commissioner for Human Rights (OHCHR) to States for their customization. This enhances States' reporting and capacity for data collection to facilitate the implementation of the recommendations deriving from the UN human rights mechanisms, the Universal Periodic Review, the Special Procedures, and the Treaty Bodies. The Commission participated in a training on the NRTD. The training was through the National Committee on International and Regional Human Rights Obligations Committee, and the National Mechanism for Reporting and Follow-up (NMRF). The database allows Kenya to manage such information in an organized and meaningful manner, adapt it to its 'own language', collate country-specific needs, and facilitate national coordination processes.

## **2.2 Investigations and Redress**

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

#### **a) Complaints Management**

During the period under review, the Commission received and processed 162 complaints on violation of the principle of equality and freedom from discrimination for the SIGs. The complaints ranged from domestic violence and abuse, employment, land disputes, divorce and related matrimonial complaints, probate and administration, child maintenance, child adoption procedure, varying forms of discrimination, negligence, denial of financial support, physical and mental abuse and mistreatment, harassment, forced eviction, child custody among others. The complaints were fully processed and referred to the relevant institution for redress including the Department of Children Services, the Commission on Administrative Justice, the National Police Service, The Director of Public Prosecution, State Department for Gender and Affirmative Action among other offices. During the review period, most of the complaints were election-related disputes. Table 4, annexe 2 presents a summary of the complaints received and processed.

#### **b) Facilitate Legal Redress for Special Interest Groups.**

During the period under review, the Commission was involved in 12 court cases. The court cases involved matters about alleged discrimination of SIGs or violation of their basic rights, and a few on corporate matters where NGEK is sued as a corporate entity. Table 5, annexe 2 presents the full inventory of the cases.

### **2.2.2 Review of Standards, Policies and Legislation**

During the period under review, the Commission reviewed and issued memoranda on 56 legal, policies, and administrative instruments both at the County and National levels as summarized in Table 6, annexe 2. The inputs were mainly to address equality and inclusion issues and ensure the rights and freedoms of the most vulnerable population are guaranteed, protected and promoted.

Further, the Commission participated and contributed to the Intergovernmental Relations Technical Committee (IGTRC) in the unbundling of functions assigned by the Constitution to the county governments to facilitate the formalization of the necessary legal instrument for the full transfer of the function and attendant resources. The activity was held in Naivasha from 24th April to 5th May 2023 followed by an intra-sector validation meeting held in June 2023. During this activity, the legal department submitted an omnibus memorandum to the Intergovernmental Relations Technical Committee (IGTRC) on Acts of Parliament that affect SIGs and that which may limit gains made so far on devolution

### **2.2.3 Advisories**

During the period under review, the Commission issued two advisories

- a) To the Cabinet Secretary (CS), Ministry of Labour and Social Protection on compliance and preparation of the country status reporting. The Ministry through the CS was advised to ensure the preparation for all the Country status reporting begins early preferably two months before the sessions; allocate adequate resources for preparation and coordination; ensure the Country Status reports are co-created by a multi-agency group which brings all relevant stakeholders and provide for validation of the reports by relevant stakeholders.

- b) To the Public Service Commission on the correct listing of names for the minority and marginalized communities in public service records and reports. The Public Service was advised to use the listing as provided in the Kenya Housing and Population Census, 2019.

#### **2.2.4 Redressing the Violation of the Rights of SIGs through the Victim Protection Board**

The Victim Protection Board is mandated to provide for the protection of victims of crime and reparation, compensation, special protection for vulnerable victims, and the development of a mechanism for the dissemination of information and provision of support services. The National Gender and Equality Commission is a member of the Board. The Commission's role is to safeguard the rights of Special Interest Groups (SIGs) and advocate for gender-sensitive approaches to be integrated into the VPB's strategies, policies, and interventions.

As a member of the Victims Protection Board, the Commission participated in the sensitization of members of the public on the role of the Victims Protection Board in Nandi, Kericho, Bomet, Nakuru Taita Taveta, Kilifi, Kwale, and Mombasa counties. The exercise was conducted in February, March, and May 2023. During the sensitization meetings, the Commission received complaints from members of the public on the violation of the principles of equality and inclusion. Further, the Commission participated in the inaugural meeting of the inter-agency taskforce to finalize the Victim Protection (Trust fund) Regulations 2021. The taskforce is also engaged in the review of all laws relating to the protection of the victims.

#### **2.2.5 Redressing the Violation of the Rights of SIGs through the Court Users Committees**

Court Users Committees (CUCs) serve as a platform at the local or regional level for stakeholders within the justice sector to collectively deliberate on enhancing the efficiency of court operations, fostering seamless coordination among all agencies involved in the justice system, and promoting improved collaboration among stakeholders. The Commission, through its regional offices, participates as a member of Court Users Committees in various counties. The NGECE has been engaged in various Court Users Committee (CUC) meetings across different counties, including Garissa, Kisumu, Isiolo, Nakuru, Nandi, and Malindi. Within these forums, the Commission has utilized its advocacy and influence to champion enhanced access to justice, with a particular emphasis on the Special Interest Groups (SIGs).

#### **2.2.6 Redressing the Violations of the Rights of Children**

The Commission collaborates with various actors in the justice sector to ensure the protection and promotion of the rights of children. During the period under review, the Commission:

- a) Made a follow-up on a report highlighted by the media on 1st February 2023 of a case of teachers in Itumbe D.O.K Primary School in Nyamache, Kisii County who were recorded asking children to perform indecent acts on each other. The matter was taken up by the directorate of children's services and the local courts
- b) As a member of the National Technical Working Group on the development of a National Positive Parenting Programme, the Commission contributed to the development of the National Training manual, guidelines, and implementation guide. In addition, the Commission participated in and contributed to the development of Child Protection in Emergency (CPiE) guidelines and assessment tools.
- c) Facilitated the National Council on the Administration of Justice (NCAJ) Taskforce responsible

for the Sexual Offences Policies and Laws. NGEN was also elected to the position of vice chairperson of the Policy and Law Review sub-committee. This sub-committee is responsible for steering the review of sexual offences policies and Laws. The sub-committee has so far completed the review of the draft policy on prevention, response, and protection from unlawful sexual acts and the administration of justice in sexual offences matters.

- d) As a member of the technical working group on Child Protection in Emergencies, the Commission contributed to the launch of the Operational Guidelines of Child Protection in Emergencies. The Guidelines provide a framework for child-centred emergency preparedness, response, and recovery.

### **2.2.7 Redressing Violation of the Rights of Minority and Marginalized Groups**

Minority and marginalized groups often face systemic and pervasive violations of their rights, including discrimination, exclusion, and unequal access to opportunities and resources. The Commission has continued to receive complaints related to the violation of their rights. During the reporting period, the Commission held a preliminary review of the progress made in the follow-up of complaints submitted to the Commission by the Sakuye Community. The meeting served as a preliminary investigation to isolate the admissible and non-admissible portions of the complaints.

The Commission further held a consultative meeting with the Ogiek Peoples' Development Programme on 28 October 2022 to discuss the implementation of the judgment on a court matter: African Commission on Human and Peoples' Rights V. Republic of Kenya Application No. 006/2012. More specifically, the dialogue focused on the Judgment of 26th May 2017 and the Judgment (Reparations) of 23 June 2022. Further, on 3rd May 2023, the Commission participated in a forum hosted by the Commission on Administrative Justice to take stock of the progress made in the implementation of the decisions and judgments issued in 2017 by the African Court on Human and Peoples' Rights (the Court) on eviction indigenous Ogiek people from their ancestral land in the Mau forest.

In May 2023, the Commission appeared before the Senate Committee on Justice, Legal Affairs, and Human Rights to present its response to a petition by Paulo Mosbei regarding injustices suffered by the Torobeek community. The injustices include:

- a) Lack of recognition by the government, as an ethnic marginalized community by not having a unique identification code
- b) Lack of access to government opportunities and services as a marginalized community
- c) Lack of representation in appointive and elective positions in county and national government
- d) Challenges in promoting their culture and ethnic language due to lack of recognition

### **2.3 Public Education and Mainstreaming**

Section 8(d) of the National Gender and Equality Commission Act, 2011 mandates the Commission to coordinate and facilitate mainstreaming of issues of gender, persons with disabilities, and other marginalized groups in national development and to advise the Government on all aspects thereof. Section 8(h) mandates the Commission to coordinate and advice on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination. During the reporting period, the Commission completed several interventions on mainstreaming gender equality and inclusion as discussed in the sub-sections that follow:

### **2.3.1 Coordination and Stakeholder Consultative Meetings**

In fulfilment of its coordination mandate on issues affecting Special Interest Groups, the Commission facilitated Sixty-three (63) coordination meetings to deliberate on matters of equality and inclusion of SIGs. The issues discussed included: Integrating a survivor-centered approach in GBV prevention and response mechanisms, mechanisms for addressing the inequalities suffered by Minority and Marginalized communities, increasing cases of violation against children and other emerging issues, Children's Act 2022, and the status of implementation of the National Prevention and Response Plan (NPRP 2019-2023), GBV, child pregnancies, strategies for ensuring women and girls access safe and quality health care and support, drought response programmes, and impact on women and children among others.

The meetings also delved into the post-mortem of the 2022 general election, looking at the gains, gaps, and challenges. The coordination meetings have been used as platforms for advocacy and joint action on matters affecting SIGs at both national and county Government levels.

### **2.3.2 Commemoration of International and Regional Days Related to Issues of SIGs**

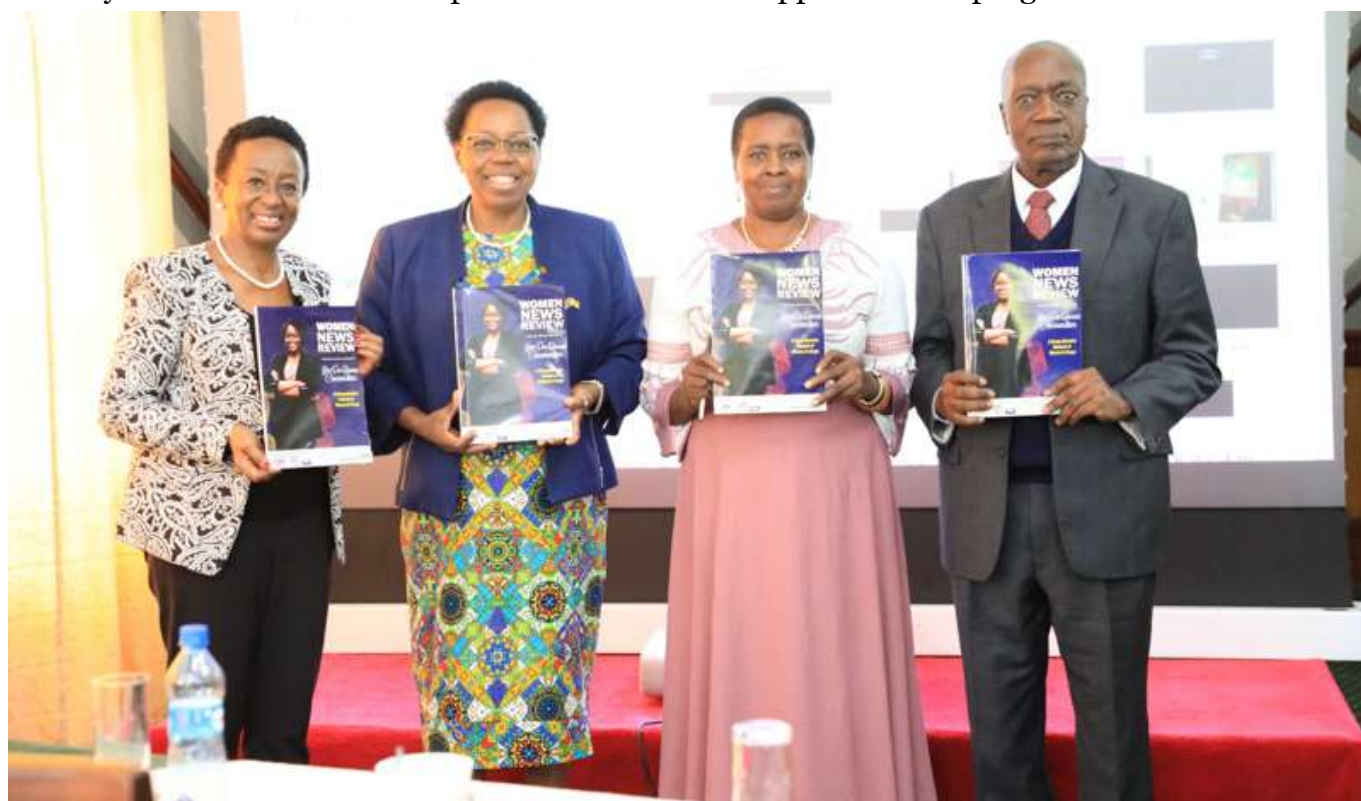
During the Financial Year 2022-2023, the Commission facilitated the commemoration of 14 International and Regional days. They include:

- a) International Day of the World's Indigenous Peoples, 2022 held every 9th of August. The year's celebration theme was, 'The Role of Indigenous Women in the Preservation and Transmission of Traditional'
- b) International Youth Day, 2022 commemorated every 12th day of August. This year's theme was 'Intergenerational Equality'
- c) International Day of Peace marked on 21st September under the theme: End racism build peace
- d) International Day of the Older Members of Society commemorated on October 1, 2022, under the theme: The Resilience and Contributions of Older Women.
- e) International Rural Women's Day, October 15, 2022, under the theme: Intergenerational Equality
- f) International Day for the Girl Child, which was commemorated on October 11, 2022. Under the theme: Our time is now: Our Rights, Our Future.
- g) 16 Days of Activism against Gender-Based Violence on Women and Girls; 25th November to 10th of December under the theme: UNITE! Activism to end violence against women and girls.
- h) United Nations International Day of Persons with Disabilities commemorated on 3rd December under the theme: Transformative solutions for inclusive development: the role of innovation in fueling an accessible and equitable world.
- i) International Women's Day commemorated on March 8, 2023, under the theme: DigitALL: Innovation and technology for gender equality
- j) The Day of the African Child (DAC) on 16th June 2023 under the theme: The Rights of the Child in the Digital Environment.
- k) International Menstrual Hygiene Day on 26th May, under the theme: Making Menstruation a normal fact of life by 2030
- l) International Day of Widows, 2023 under the theme: Innovation and Technology for Gender Equality.

m) International Albinism Awareness Day (IAAD), which was held on 13th June 2023 under the theme: Inclusion is Strength' underlines the importance of inclusion of a diversity of groups from both within and outside the albinism community.

n) World Elder Abuse Day on 15th June 2023, under the theme: Closing the Circle: Addressing Gender-Based Violence (GBV) in Older Age Policy, Law and Evidence-based Responses.

The Commission issued press statements in four-quarters of the days it commemorated. This is to ensure the key message carried during the commemorations is disseminated widely to duty bearers and SIGs. The press statements also appreciate the progress made in matters of



*Promoting Gender Equality and Empowerment: National Gender & Equality Commission's Inspiring Efforts at the 1st New Era Convention 2023*

Further, the Commission facilitated public education and exhibitions during the launch of the 1st New Era Convention 2023 on May 3, 2023. The launch coincided with the launch of the Premier Women News Review, a publication aimed at establishing a comprehensive network of women from all sectors of society. The Review was a crucial component of the regular New Era Women Convention, which included a Women Business Expo and Conference. The Women News Review highlighted various aspects of women from different sectors, including entrepreneurship, the public sector, academia, finance, civil society, health, transport, and real estate. The review also provided a platform for more women to scale the heights in their respective sectors.

As a member of the National Technical Working Group on Ending Harmful Practices, the Commission submitted input and participated in the African Union (AU) monitoring mission to Kenya on ending child marriage, female genital mutilation, and online child protection campaigns. The contributions made by the Commission during this mission were informed by its work on the public inquiry on drivers of child pregnancy in Kenya, the high-level dialogue on ending child pregnancies during the COVID-19; the audit on the status of the boy child and programmatic intervention on the age of consent for sex.

In addition, the Commission participated in a stakeholder meeting on ending harmful cultural

practices. During the forum, stakeholders were informed on the various forms of harmful cultural practices as outlined in the Children’s Act, of 2022. The stakeholders were also apprised of the outcomes and recommendations of the inter-ministerial committee on ending harmful cultural practices among children. The Commission remains committed to closely monitoring the implementation of key commitments aimed at ending GBV and other harmful practices in Kenya by the year 2030.

In collaboration with the State Department for Gender and Affirmative Action, the County Government of Kitui Ministry of Gender, Sports, and Culture, and CSOs, the Kitui regional office participated and contributed to a program for promoting the well-being of prisoners by enhancing their access to information, legal aid and other justice-specific services. The program targeted two prisons (Waita GK prison and Kitui Prison) and involved intensive engagement with prisoners. The prisoners were informed about manifestations of GBV, the legislative framework that protects one from GBV, and opportunities for reporting such cases in and outside the prisons. The activities and supplementary talk shows were carried through the 13 local vernacular Radio and TV stations.

Through the Isiolo regional office, the Commission participated in an online consultative meeting organized by Plan International Kenya on 5th Dec 2022 to discuss the scope and limitations of a feasibility study on combating FGM in Kenya. The study shall happen in the next financial and shall cover Kajiado and Tharaka Nithi Counties. The study aims to collect primary and secondary data at the county and community level, which will inform an intervention that will ensure Kenya fully, eradicates FGM by 2030.

#### **2.3.4 The 5th Annual Legislative Summit**

The Annual legislative summit is organized by the County Assemblies Forum and brings together Senators and Members of County Assemblies from the 47 devolved units. The main objective of the summit is to provide a platform for mutual and collaborative engagement between the Senate, County Assemblies through the County Assemblies Forum (CAF) and other institutions relevant to devolution. The summit also serves as a vehicle to identify capacity and technical assistance needs for the legislatures, identify and isolate challenges, and make recommendations to surmount the challenges facing the institutions to enable them to effectively fulfil their constitutional mandate of law-making, representation, and oversight within the framework of the devolved system of governance.

As a member of the technical committee for the 5th Annual Legislative Summit, the Commission participated and contributed to the planning and its delivery under the overall 2023 theme, “The Legislature and Devolution: Reflections on 10 Years of Devolution and call to Actionable Policy and Legislation.”

### **2.3.5 Annual National Indigenous Women Conference**



*Championing Indigenous Women's Voices: National Gender & Equality Commission Engages at the Annual Conference in Laikipia County*

The Commission participated and contributed to the Annual National Indigenous Women Conference in Laikipia County. The theme for the conference was ‘Enhancing Indigenous women’s meaningful participation in politics, land, and natural resource decision-making processes’. The forum reached 120 grassroots Indigenous Women groups drawn from Baringo, Egeyo Marakwet, Laikipia, Marsabit, Tana River, Samburu, Turkana, Isiolo, and Nakuru Counties. The conference provided a platform for sharing ideas and the need to secure local ownership and recognition of indigenous peoples’ rights. The conference called for greater opportunities for indigenous persons to manage, conserve, use, and benefit from their traditional and customary resources. During the conference, participants called upon the Government of Kenya to ratify the UN Declaration of the Rights of Indigenous Peoples.

### **2.3.6 Male Engagement in Promoting Gender Equality and inclusion**

There is a continued recognition that male engagement is important in the realization of gender equality. Male engagement challenges deeply ingrained patriarchal norms and behaviours, providing an influential platform for dismantling gender-based discrimination.

During the period under review, the Commission participated and contributed to the 1st Convention on Male Engagement and Inclusion organized by Thriving Communities Africa (TCA) and the State Department for Gender and Affirmative Action. The objective of the meeting was to enhance stakeholder engagement and create awareness of the need for male involvement in the gender agenda. The meeting highlighted the need for data and research on men and boys in informing policy and strategic implementation, financing for male inclusion and engagement, knowledge exchange, and good practice. The meeting resolved the importance of advocating the needs of boys and men and having deliberate mentorship from the family, community, and religious institutions. The Commission made a presentation based on its study undertaken in 2016 on the Status of the Boy Child in Kenya. The forum was held on the 6th and 7th December 2022.



### **2.3.7 Equality and Inclusion of Special Interest Groups in Affirmative Action Programmes**

Integration of a gender-responsive and inclusive approach is crucial to ensuring that all individuals and communities, particularly vulnerable and marginalized groups, are adequately prepared for, can cope with, and recover from the impacts of drought. In this regard, the Commission through the Isiolo regional office held a consultative meeting with the National Drought Management Authority (NDMA) on 5th September 2022 to discuss the hunger safety net program, targeting, and registration of beneficiaries. Some of the issues discussed included: challenges facing the Older Persons in accessing the hunger cash transfers program, reach and coverage of the program and alleged misuse of the funds by caregivers and fund administrators.

The meeting recommended awareness creation among caregivers and beneficiaries about the object of the funds, the increased involvement of payment institutions and fund administrators in monitoring and tracking beneficiaries with a view of understanding the emerging challenges that beneficiaries and caregivers are facing, as well as documenting opportunities for improving the program. The Commission advocated for the observance of the principles of equality and inclusion in the targeting and registration of beneficiaries.

The Commission through the Kitui, Garissa, Isiolo, and Malindi Regional Offices held meetings with the National Drought Management Authority (NDMA), the County Commissioner's office, Catholic Relief Services (CRS), and the County Drought Management Steering Group (CDMSG), to establish the status of the management of the drought situation in the four counties. The forum documented key initiatives aimed at reducing the effects of drought particularly among vulnerable groups including the distribution of hygiene kits to households, food and water outreach services to the hard-to-reach sites, distribution of cholera kits to households, and distribution of livestock vaccination services.

The Commission through the Garissa Regional Office monitored the distribution of food and non-food items to drought-displaced persons. The distribution aimed to provide essential assistance to vulnerable individuals and families affected by the ongoing drought, with a particular emphasis on recognizing and supporting women's needs and contributions. The EITWG led by the county government of Garissa in collaboration with the NGEK Garissa regional office organized the event. The NGEK ensured that the process upheld the principles of gender equality and non-discrimination.

The Commission through Nakuru, Garissa and Malindi regional offices, conducted a rapid audit of the National Council for Persons with Disability tax exemption vetting process. The Commission noted the need for public awareness of the vetting procedure to enhance access to tax waiver opportunities for PWDs.

The Commission participated and contributed to the 3rd Women's Economic Forum-Kenya Conference hosted by Community Advocacy and Awareness Trust (CRAWN) Trust in partnership with the State Department for Gender and the University of Nairobi's Women's Economic Empowerment Hub. The theme of the conference was, 'the role of women groups, government, and private sector in response to women leadership and contribution towards Kenya's economic recovery'. NGEK contributed as a panelist on Gender Responsive Budgets.

The Commission participated and contributed as a panellist during a breakfast meeting hosted by Kenyatta University Women's Economic Empowerment (WEE) Hub in partnership with the Institute of Economic Affairs (IEA-Kenya). The panel discussion focused on the enforcement of gender mainstreaming in the public sector and strategies for ensuring women have equal access to resources and opportunities. The conference took place on the 27th and 28th of February 2023 in Nairobi.

The Commission was a guest speaker during the regional inter-generational forum on mediation for young women in the Horn of Africa. The forum organized by the International Centre for Peace and Human Rights in Africa (IPHRD Africa) was held in Nairobi between the 21st and 23rd of November 2022. Key highlights include the role of national oversight institutions in the implementation of national action plans on Resolution 1325 and the enhanced role of young women in national and regional mediation processes.

Further, the Nakuru office participated and contributed to a roundtable meeting convened by the Ogiek People's Development Program (OPDP) on 6th April 2023 to deliberate on the involvement of indigenous women involvement in climate justice.

### **2.3.8 Family Conference 2023 on Gender Equality and Family Socialization for Human Security and Sustainable Development**

In collaboration with the University of Nairobi, the Commission designed and contributed to the planning of the National Family Conference 2023 on Gender Equality and Family Socialization for Human Security and Sustainable Development. The conference shall stimulate discussion on family values, advocacy, training, and research on gender issues and will interrogate emerging issues affecting families. The conference seeks to call upon parents, guardians, the government, media, religious and learning institutions among others to take concrete measures to create and promote a safe space for families to thrive and nurture responsible citizens. The Conference is planned for October 2023.

## **2.4 Research and Knowledge Management**

### **2.4.1 Strengthen Research Capacity for the Commission**

To strengthen its Research Capacity, the Commission finalized the development of the NGEC Research Policy, 2022. The policy provides a framework through which the Commission will discharge its mandate of conducting and coordinating research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution of Kenya and the National Gender and Equality Commission Act, 2011 Section 8 (i).

### **2.4.2 Coordinate Research Activities on Matters Relating to Equality and Freedom from Discrimination**

During the period under review, the Commission collaborated on the following research activities:

#### **a) Gender Dimensions in Corruption**

The Commission collaborated with and facilitated the United Nations Office for Drugs and Crimes (UNODC), The Ethics and Anti-Corruption Commission (EACC), and the Kenya National Bureau of Statistics (KNBS) in the conceptualization and design of gender dimensions of corruption. The EACC has been carrying out annual surveys on Corruption without adequate disaggregation of data by gender, and ability. The survey design is completed. Due to financial constraints, the survey shall be considered in the financial year 2024/2025.

#### **b) Baseline Study on 'Friendly Workplaces for Working Mothers: Do Lactation Rooms Promote Women's Labor Force Participation and Productivity?'**

The Commission in collaboration with Abdul Latif Jameel Poverty Action Lab (JPAL) facilitated the dissemination of a baseline report of the survey conducted in 2022 by Abdul

Latif Jameel Poverty Action Lab (JPAL), NGEC and the Ministry of Education to address the topic, ‘Friendly workplaces for working mothers: do lactation rooms promote women’s labour force participation and productivity?’

The survey serves as a rapid audit measuring institutional self-reported compliance with the Health Act 2017 on the provision of lactation stations for nursing mothers. The survey gathered information about other breastfeeding-friendly and women-friendly workplace policies present in the organizations. The study measured demand, attitudes, and beliefs about lactation rooms and other existing workplace policies. Further, on 18 May 2023, the Commission participated in the launch of a Lactation Room at the Ronald Ngala Primary School. The room was designed based on the results of a quasi-experimental study implemented by JPAL, NGEC, and the Ministry of Education. The room shall act as a model for scale-up in other schools that share similar characteristics with Ronald Ngala Primary School and shall facilitate the school’s compliance with the provisions of section 71 of the Health Act, 2017.

c) Study on the Nexus between GBV and Women’s Economic Empowerment.

The Commission contributed to a workshop convened by Kenyatta University Women’s Economic Empowerment Hub to disseminate evidence on the nexus between GBV and Women’s Economic Empowerment. The evidence collated by the Kenyatta University Women’s Economic Empowerment Hub in collaboration with Nairobi County and Innovations for Poverty Action was based on research carried out among women survivors of GBV who had received care and support from the Gender-Based Violence Recovery Center (GBVRC) at the Makueni County Referral Hospital and Life Bloom Services International (LBSI), Naivasha, Nakuru County. The workshop provided valuable research insights into the effectiveness of Rescue, Recovery, and Rehabilitation Programs (RRRPs) implemented by State and non-state actors in helping women survivors recover from GBV and the significance of GBV as a constraint to women’s work and women’s economic empowerment in the recovery process.

d) Launch and dissemination of a report on “Disrupting Harm: Conversations with Young Survivors of Online Child Sexual Abuse and Exploitation’.

The Commission participated and contributed to a stakeholder webinar to launch and disseminate the report, ‘Disrupting Harm: Conversations with Young Survivors of Online Child Sexual Abuse and Exploitation’. The report provides crucial pointers on online child sexual exploitation and abuse (OCSEA), and the gaps in existing systems at the country level. It highlights key recommendations for governments and other stakeholders in tackling online Child Sexual Abuse and Exploitation. The webinar was held on 26th January 2023.

e) Kenya Reparations Study

The Commission participated and contributed to the launch of the Kenya Reparations Study developed by the Global Survivors Fund (GSF), Grace Agenda, and the Civil Society Organizations (CSO) network. The study sought to identify the reparative needs of survivors of conflict-related sexual violence (CRSV) in Kenya regarding the 2007-2008 post-election violence and other conflict contexts. The report presents and analyses survivors’ perceptions and expectations for reparations, and explores the opportunities to seek and deliver reparation to survivors through judicial and administrative processes.

f) Study on the Role of Technology Transfer Assistance in Enhancing Knowledge Exchange and Technology Transfer between Higher Education Institutions (HEIs) and Small and Medium

Enterprises (SMEs).

The Commission contributed to a workshop organized by the Technical University of Kenya on April 26th, 2023, and May 17th, 2023 to disseminate research findings regarding technology transfer assistance, to enhance knowledge exchange and technology transfer between Higher Education Institutions (HEIs) and Small and Medium Enterprises (SMEs). The objective of the project is to develop a Technology Transfer Assistance (TTA) model that effectively bridges the gap between technology sources (HEIs/research institutions) and technology users (SMEs) within the Nairobi Innovation ecosystem. During the workshop, the Commission made a presentation on gender inclusivity and its impact on technology transfer from the HEIs to the SMEs.

g) Study on Political Economy Analysis of Women's Political Participation in Kenya

The Commission contributed to a workshop organized by UN Women to Commission a study on Political Economy Analysis of Women's Political Participation in Kenya. The primary objective of the study was to enhance understanding of the challenges faced by women in politics. From this study, a publication titled, Pambana was co-created. The findings from the study and the publication contribute to efforts to enhance women's political participation in Kenya.

f) Baseline assessment of Women Artisanal Miners in Migori and Kakamega Counties

The Commission through the Kisumu Regional Office participated in the baseline assessment of Women Artisanal Miners in Migori and Kakamega Counties. The objective of the assessment was to establish the participation of women in the gold value chain, assess the risks and barriers women miners face relating to responsible sourcing in the mining sites, and inform similar programs in the mining sector. It was recommended that NGEC liaise with the respective county governments to advocate for the adoption of legal processes and procedures within the mining sites, advocate for the inclusion of women in the Artisanal and Small Mining Organizations (ASMO), improve meaningful participation of women miners and for them to take training on financial literacy and livelihood diversification, especially in trading and agriculture, need to improve mining technologies and health and safety standards of women in the mining sites.

h) Study on Electoral Barriers and Exclusion of Indigenous People and Persons with Disabilities from Marginalized Indigenous Groups in Kenya

The Commission through the Nakuru Regional Office in collaboration with the Endorois Indigenous Women Network (EIWEN), collected data on a research activity on electoral barriers and exclusion of indigenous people and PWD from marginalized indigenous groups in Kenya. The study was conducted in Baringo, Nakuru, and Narok County. The research is expected to address the leadership challenges amongst SIGs in Kenya with a focus on pathways to the inclusion of indigenous communities in political activities.

i) An Assessment of Kenya's Regulatory Framework on Growth of Retail and Wholesale Firms.

Participated and contributed to a stakeholder dissemination workshop on domestic trade organized by the Kenya Institute for Public Policy Research and Analysis (KIPPRA) on 15 December 2023. The objective of the workshop was to promote a policy discourse on ways to support the retail and wholesale sectors to create employment and contribute to the economy. The findings identified factors that contribute to the low participation of women in the formal

retail and wholesale sector. They include regulatory factors such as tax obligation and licensing requirements; and support factors like access to credit, mobile money platforms, and trade associations, among others.

### **2.4.3 Gender Statistics:**

a) Kenya Demographic and Health Survey (KDHS), 2022

Demographic and Health Surveys (DHS) are nationally representative household surveys that provide data for a wide range of monitoring and impact evaluation indicators in the areas of population, health, and nutrition. The Commission provided technical support to the Kenya National Bureau of Statistics (KNBS) to develop the 2022 Kenya Demographic and Health Survey (KDHS) key indicators report. The primary objective of the KDHS is to provide up-to-date estimates of demographic, health, and nutrition indicators to guide the planning, implementation, monitoring, and evaluation of population and health-related programs at the national and county levels. The report was launched on 17th January 2023. The Commission contributed to the development of the full report on the gender equality, women empowerment, and disability module of the 2022 KHDS as well as its dissemination. The Commission also contributed to the developed of the County Summary data.

b) Time Use Survey

As a member of the Inter-agency for Gender Statistics in Kenya and a member of the sub-committee responsible for the generation of gender and sex-disaggregated data from official statistics, the Commission contributed to and facilitated KNBS to prepare the Kenya time use survey. The study collected information from individuals on what they do with their time and how they allocate it to different activities over a specified period—typically 24 hours over one or more days. The data provides a picture of people’s daily lives and is therefore a rich source of gender-relevant information. The survey shall be useful in the economic quantification of value of the unpaid care and domestic work. Unpaid care work needs to be recognized, reduced, and equitably distributed within households and among families, communities, and private and public sector actors. The survey report shall be launched in the 2023/2024 Financial Year.

c) Women and Men of Kenya Survey 2022

The Commission facilitated KNBS to finalize and launch the book title, ‘Women and Men of Kenya, 2022. This booklet collates and provides statistics in a summarized form on key indicators of interest to policymakers. It is a quick reference material for strategy development. The booklet covers indicators on population dynamics, migration, fertility and contraception use, mortality and morbidity, education and health, governance and decision-making, labour participation, and crime statistics, among others.

d) Kenya Inequality Diagnostic Study, 2023.

Inequality is a pervasive challenge that has far-reaching consequences and remains a significant obstacle to achieving sustainable development and prosperity for all. Kenya is one of the countries in Africa that has moderately high levels of inequality. In East Africa, Kenya has the highest inequality compared with neighbouring nations Uganda, Tanzania, and Ethiopia, but has a relatively lower inequality compared with South Africa, Namibia, Rwanda, and Nigeria, which are among the continent’s topmost unequal countries. There is an urgency to address inequality not only as a moral imperative but also as an essential element in achieving the Sustainable Development Goals (SDGs).

During the period under review, the Commission collaborated with the Deutsche Gesellschaft

für Internationale Zusammenarbeit (GIZ) (Bonn and Kenya Office), the Embassy of Germany in Nairobi and Erasmus Research and Business Support unit of the University Rotterdam, Netherlands to conduct an inequality diagnostic study focusing on the socio-economic landscape. The study provides a macroeconomic overview of Kenya's major developments over the past decades in economic growth, poverty, and inequality. It examines the causes and drivers of inequality, with a focus on labour market dynamics, taxation policies, social transfers, and gender inequalities. The study further scrutinizes national policies and strategies to assess the extent to which they address inequality, while also considering the strategies of international donors. The report shall be validated and launched in the next financial year 2023/2024.

#### **2.4.4 Develop and Maintain Databases on Issues Related to Equality and Freedom from Discrimination for SIGs**

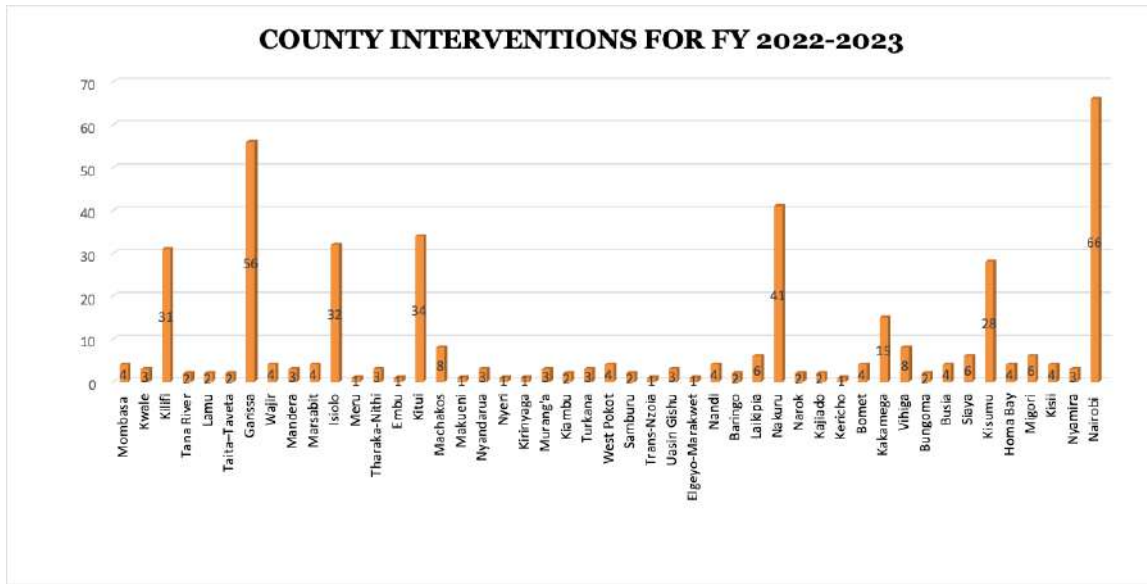
During the period under review, the Commission with support from Equality Now, finalized and launched the 2nd edition of the National Monitoring and Evaluation Framework towards Prevention and Response to Sexual and Gender-Based Violence in Kenya, 2022. The framework was disseminated to the Equality and Inclusion Technical Working Groups of Isiolo, Laikipia, Tharaka Nithi and Nyandarua Counties from 22nd to 25th March 2023. The framework provides a standard platform for re-designing the Web Based Gender-Based Violence Information System. The indicators are from key selected sectors including; the National Police Service, Judiciary, Office of the Director of Public Prosecutions, Ministry of Health, Teachers Service Commission, the State Department for Gender, State Department for Early Learning and Basic Education, Anti-FGM Board, and Directorate for Children Services.

#### **2.4.5 Counties of Intervention: Efforts by NGEK 2022-2023**

The Commission ensures the fair distribution of our efforts to all Counties. The Commission uses an internal monitoring system to ensure compliance with this promise. This deliberate measure ensures that far, hard-to-reach areas benefit from the Commission's interventions relative to their needs and that all areas-to the greatest extent possible- receive services of the Commission as per Article 6(2) of the Constitution of Kenya. The internal program monitoring framework informs the spread and allocation of interventions across counties. The frequency of interventions undertaken by the Commission by counties is summarized in Figure 1. A spatial map of the Commission's interventions is presented in annex 2.

From the figure, Nairobi had the highest frequency of interventions followed by Garissa, Nakuru, Kitui, Isiolo, Kilifi and Kisumu respectively. This may be attributed to the presence of the NGEK offices in these counties. All Counties received NGEK interventions which may be attributed to the monitoring of the 2022 general elections where 44 of the 47 counties received interventions. During the reporting period, the Commission ensured coverage of the 18 Counties that had not been covered in the last financial year 2021/2022. From the figure, the counties that received minimal interventions include Kericho, Elgeyo-Marakwet, Trans-Nzoia, Kirinyaga, Nyeri, Makueni, Embu and Meru. This data shall be used to inform coverage of NGEK interventions in the counties during the financial year 2023/24.

**Figure 1: NGENC's Frequency of Interventions by County**



## CHAPTER THREE

### 3.0 Institutional Capacity

During the period under review, the Commission engaged and collaborated with various partners in the implementation of its programmes. Some of the Partners include:

- a) The Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, (GIZ)
- b) United Nations Department of Economic and Social Affairs (UNDESA)
- c) World Bank Group
- d) International Development Law Organization (IDLO)
- e) UN Women
- f) UNICEF Kenya
- g) United Nations Office on Drugs and Crime (UONDC)
- h) Marine Institute Canada (Fisheries and Conservations Department)
- i) Program for Appropriate Technology in Health (PATH) (Kisumu office)
- j) Independent Physician Associations (IPAS) (Nakuru office)

#### 3.1 Human Resource

During the reporting period, select Commission staff were trained in different areas including; election monitoring and observation, gender-responsive budgeting and gender analysis, preventing and countering violent extremism interventions for sustainability, gender mainstreaming in policy development, gender-based violence and child protection, Prevention of and Response to Gender-Based Violence, mental health, and psycho social support services, women economic empowerment policy advocacy capacity building, effective strategies in addressing SGBV cases in the County, Digital Rights and Protection of civic space for the realization of Sustainable Development Goals (SDGs) in Kenya, Children's Act, 2022, two thirds gender bill and the proposed amendments to Articles 81, 90, 97, 98, 99, 100 and 177, the National Positive Parenting Manual and Guidelines, 2023, and the Convention on the Rights of Persons with Disabilities (CRPD). The trained staff shall apply the gained knowledge to improve programming interventions at the Commission.

Additionally, the Commission recruited a Director of Corporate Services and a Principal Human Resource Management Officer, and to enhance staff motivation and boost morale, promoted three Senior Officers to Principal Officers, seven Office and Assistant Office Administrators, nine Officer I to Senior Officers, eight Office Assistants, and three drivers. It ensured a healthy workforce by onboarding staff Medical Cover, Group Life Insurance, and Work Injury Benefits Administration (WIBA).

To support institutional capacity, the Commission welcomed new NGEN Commissioner Dr. Margaret Karungaru with an elaborate induction programme, supported online education of Staff on Medical Matters, Work, Life, and Family Integrations, and supported the Public Service Internship Programme (PSIP) and the Commission Performance Management processes.

#### 3.1.2 The National Gender and Equality Staff Pension Scheme

By the end of the period under review (30th June 2023), the scheme had a total membership of 94 members and a net asset value of KES 115.4 million. The scheme conducted its second annual general meeting on 9th December 2022. The meeting was held virtually.

The scheme conducted three specialized trainings. The first training was directed to members



who are about to attain the age of retirement. The training on their preparation (financial, health and psychological preparation) was conducted in conjunction with the fund manager and scheme administrator. The second specialized training was directed to the members categorized by their risk-liability profile. The main variable here was age. In age-based cohorts, the training was tailored to address their needs and aspirations as well as address the scheme's objectives. The third training was for the members of the trustee board. The training focused on scheme good governance guidelines. The training was facilitated by the scheme administrator. During this training the trustees were introduced to the various policies of good governance and by the end of the training had drafted 7 policies. During the period under review, the scheme completed the development of 9 policies namely: Board Charter, code of conduct, development and training policy, trustee induction policy, risk management policy, conflict of interest policy, communications policy, death benefits policy, and trustee appointment and resignation policy.

During the period under review, the scheme trustees commenced the development of the second-generation prudent investment plan. This plan shall be launched in the next financial year. During the review period, three trustees were appointed. They are Paul Kuria, Winfred Wambua and Dominique Ikunga, who are serving their second terms. Others are Caroline Munyua and Monica Oyugi who are now serving their first term.

During the period, the scheme processed death benefits for one member, commenced due diligence to facilitate the processing of death benefits for another member, and facilitated benefit transfers into the scheme as per applications made by the members. By June 30, 2023, The scheme has two deferred members.

In the next financial year, the board of trustees aims to consult the sponsor on the amendment of the scheme to include provisions for the post-medial retirement fund and secure necessary insurance/ indemnity for the trustees for the allowable professional omissions. Other plans include holding the member's third annual general meeting and seeking the appointment of one trustee whose term is ending by December 2023.

### **3.2 Supply Chain Management**

In the Financial Year 2022-2023, the Commission's total expenditure on the procurement of goods and services was Kshs.58,233,821.21, out of which Kshs. 5,020,854.00, equivalent to 8.6 per cent, was awarded to Youth, Women and Persons with Disabilities. The dismal performance was due to budget rationalization and reduction by Kshs. 73.9 Million.

### **3.3 Public Communications**

In the Financial Year 2022-2023, the Commission achieved key milestones in compliance, monitoring and reporting; public education and mainstreaming; and institutional capacity. These milestones are aligned with the NGEK Strategic Plan 2019-2024 and reflect the Commission's commitment to promoting equality and inclusion.

In public education, the Commission issued statements on several important occasions, such as the International Day of Zero Tolerance against Female Genital Mutilation and International Women's Day. It also disseminated statements on the rising cases of SGBV and child sexual abuse among others. Additionally, the Commission appeared on national TV stations to discuss thematic issues on equality and inclusion and undertook continuous social media campaigns on the same.



*Fostering Collaborative Partnerships: National Gender & Equality Commission's Courtesy Visit to Labour Cabinet Secretary Hon. Florence Bore*

In an institutional capacity, the Commission hosted visiting delegations from the National Anti-Corruption Commission Sierra Leone, the Population Media, and the Directorate of National Cohesion and Values. It also paid a courtesy call to the Labour Cabinet Secretary Hon. Florence Bore on strengthening the partnership between NGEK and the Ministry. The Commission participated in the review of the end-term review of the implementation of the Kenya Integrity Plan period 2019-2023.

### **3.4 Information and Communication Technology**

The Commission achieved significant progress in the Financial Year 2022-2023, despite budget constraints. In the Compliance, Monitoring, and Reporting area, the Commission automated the Gender Mainstreaming Reporting Tool, making it easier for MDAs to submit their reports and providing valuable insights into gender compliance across sectors.

In Public Education and Mainstreaming, the Commission trained stakeholders on the monitoring and evaluation framework for preventing and responding to Gender Based Violence (GBV) in four counties. In Research and Knowledge Management, the Commission improved the Gender-Based Violence Information Management System, making it a one-stop-shop for GBV data in Kenya.

The Commission also developed and trained users on an automated data collection tool used during the 2022 Campaign, Poll, and Post Polling monitoring. Additionally, the Commission developed data sets and provided analysis input for the 2022 Election Monitoring report. In Institutional Capacity, the Commission deployed Virtual and Hybrid Meetings technologies,

supported the virtual CSW67 side meeting with other African Gender Commissions, automated the Strategic Plan Review Data Collection Tool, activated a new Bulk SMS Platform, expanded Server Capacity, and configured and deployed eight laptops.

### **3.5 Internal Audit**

The Public Finance Management Act, 2012 Section 73(5) and Public Finance Management Regulation, 2015 section 174(1-10) require every national government entity to establish an Audit Committee. The Commission inaugurated its Audit Committee on November 30, 2021, which comprises two independent members, one Commissioner, and one National Treasury Representative.

The Internal Audit Unit carried out assignments under the 2022/2023 Internal Audit Annual Work Plan, including any special tasks requested by management, the Audit Committee, and the Commission.

The following Audit reports were considered and approved by the Audit Committee for the period July 1, 2022 to June 30, 2023:

- Review of annual reports and financial statements for the year ended June 30, 2023
- Review of quarter four financial statements April to June 2023
- Audit of the Research Division
- Audit of Administration Division
- Review of ICT division activities
- Audit of the Public Communication Division
- Review 1st quarter reports and financial statements from July to Sept 2022
- Review 2nd quarter reports and financial statements from October to December 2022
- Review 3rd quarter reports and financial statements from January to March 2023
- Audit of Legal, Complaints, Investigation and Redress Department
- Audit of the Elderly and Disability Division
- Developed risk-based Audit annual work plan period 2023/2024
- Offered secretarial services to the NGEC Audit Committee



## **CHAPTER FOUR**

### **4.0 Audit Report and Financial Statements**

# REPUBLIC OF KENYA

Telephone: +254-(20) 3214000  
E-mail: info@oagkenya.go.ke  
Website: www.oagkenya.go.ke



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

## **REPORT OF THE AUDITOR-GENERAL ON NATIONAL GENDER AND EQUALITY COMMISSION FOR THE YEAR ENDED 30 JUNE, 2023**

---

### **PREAMBLE**

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

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

An unmodified opinion does not necessarily mean that an entity has complied with all relevant laws and regulations and that its internal controls, risk management and governance systems are properly designed and were working effectively in the financial year under review.

The three parts of the report are aimed at addressing the statutory roles and responsibilities of the Auditor-General as provided by Article 229 of the Constitution, the Public Finance Management Act, 2012 and the Public Audit Act, 2015. The three parts of the report, when read together constitute the report of the Auditor-General.

### **REPORT ON THE FINANCIAL STATEMENTS**

#### **Opinion**

I have audited the accompanying financial statements of National Gender and Equality Commission set out on pages 1 to 17, which comprise of the statement of assets and liabilities as at 30 June, 2023, and the statement of receipts and payments, statement of

---

*Report of the Auditor-General on National Gender and Equality Commission for the year ended 30 June, 2023*

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

In my opinion, the financial statements present fairly, in all material respects, the financial position of National Gender and Equality Commission as at 30 June, 2023, and of its financial performance and its cash flows for the year then ended, in accordance with International Public Sector Accounting Standards (Cash Basis) and comply with the National Gender and Equality Commission Act, 2011 and the Public Finance Management Act, 2012.

### **Basis for Opinion**

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

### **Emphasis of Matter**

#### **Pending Accounts Payable**

Note 16.1 to the financial statements reflects pending accounts payable balance of Kshs.295,800 owed to suppliers that had not been paid at the close of the year. Failure to settle bills during the year in which they relate to distorts the financial statements and adversely affects the budgetary provisions for the subsequent year as they form a first charge.

My opinion is not modified in respect of this matter.

### **Key Audit Matters**

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

## **REPORT ON LAWFULNESS AND EFFECTIVENESS IN USE OF PUBLIC RESOURCES**

### **Conclusion**

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

---

*Report of the Auditor-General on National Gender and Equality Commission for the year ended 30 June, 2023*

## **Basis for Conclusion**

### **Failure to Implement Integrated Personnel Payroll Database (IPPD)**

The statement of receipts and payments reflects compensation of employees amount of Kshs.245,438,929. During the year under review, the Commission had ninety-eight (98) employees in various cadres in the establishment. However, a review of the payroll and human resource records revealed that the Commission did not use the Integrated Personnel Payroll Database (IPPD) in managing its payroll contrary to Circular No.OP.CAB/31A, dated 4 August, 2022 which required all public service organizations to adopt a unified human resource system. Further, The National Treasury Circular No.13/2019 Ref: ES 1/032/'E' (94), dated 28 August, 2019 on guidelines for preparation of the 2020/2021–2022/2023 provided that allocation for personnel emoluments must be supported by Integrated Personnel Payroll Database (IPPD). No satisfactory explanation was provided for the failure by the Commission to implement the IPPD.

In the circumstances, the Commission was in breach of the government policy on the use of a unified human resource management system.

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

## **REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE**

### **Conclusion**

As required by Section 7(1)(a) of the Public Audit Act, 2015, based on the audit procedures performed, I confirm that, nothing has come to my attention to cause me to believe that internal controls, risk management and governance were not effective.

### **Basis for Conclusion**

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

### **Responsibilities of Management and those Charged with Governance**

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

In preparing the financial statements, Management is responsible for assessing the Commission's ability to sustain services, disclosing, as applicable, matters related to sustainability of services and using the applicable basis of accounting unless Management is aware of the intention to terminate the Commission or to cease operations.

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

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

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

#### **Auditor-General's Responsibilities for the Audit**

The audit objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion in accordance with the provisions of Section 48 of the Public Audit Act, 2015 and submit the audit report in compliance with Article 229(7) of the Constitution. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement and weakness when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In addition to the audit of the financial statements, a compliance audit is planned and performed to express a conclusion about whether, in all material respects, the activities, financial transactions and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way, in accordance with the provisions of Article 229(6) of the Constitution and submit the audit report in compliance with Article 229(7) of the Constitution.

Further, in planning and performing the audit of the financial statements and audit of compliance, I consider internal control in order to give an assurance on the effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7(1)(a) of the Public Audit Act, 2015 and submit the audit report in compliance with Article 229(7) of the Constitution. My consideration of the internal control would not necessarily disclose all matters in the internal control that might be material weaknesses under the ISSAIs. A material weakness is a condition in which the design or operation of one or more of the internal control components does not



reduce to a relatively low level the risk that misstatements caused by error or fraud in amounts that would be material in relation to the financial statements being audited may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions.

Because of its inherent limitations, internal controls may not prevent or detect misstatements and instances of non-compliance. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies and procedures may deteriorate.

As part of an audit conducted in accordance with ISSAIs, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Management.
- Conclude on the appropriateness of the Management's use of the applicable basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue to sustain its services. If I conclude that a material uncertainty exists, I am required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my audit report. However, future events or conditions may cause the Commission to cease to continue to sustain its services.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information and business activities of the Commission to express an opinion on the financial statements.
- Perform such other procedures as I consider necessary in the circumstances.

I communicate with the Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that are identified during the audit.

I also provide Management with a statement that I have complied with relevant ethical requirements regarding independence and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

  
FCPA Nancy Gathungu, CBS  
AUDITOR-GENERAL

**Nairobi**

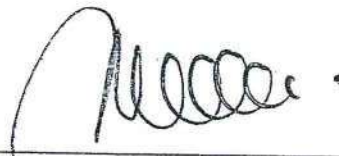
**19 January, 2024**

11. STATEMENT OF RECEIPTS AND PAYMENTS FOR THE YEAR ENDED  
30<sup>TH</sup> JUNE 2023

	Note	30.06.2023	30.04.2022
		Kshs	Kshs
<b>RECEIPTS</b>			
Transfers from National Treasury	1	398,148,932	432,378,070
Other Revenues	2		
<b>TOTAL REVENUES</b>		<b>398,148,932</b>	<b>432,378,070</b>
<b>PAYMENTS</b>			
Compensation of Employees	3	245,438,929	237,064,009
Use of goods and services	4	137,477,226	167,601,467
Social Security Benefits	5	7,500,000	7,500,000
Acquisition of Assets	6	13,125,000	20,211,923
<b>TOTAL PAYMENTS</b>		<b>403,541,155</b>	<b>432,377,399</b>
<b>SURPLUS/DEFICIT</b>		<b>(5,392,223)</b>	<b>671</b>

*(The deficit reported is as a result of partial utilization of Kshs 10,131,000 Ford Foundation Grant which was part of the closing balances in the previous Financial Year)*

*The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jan 2024 and signed by*



Betty Sungura, EBS  
COMMISSION SECRETARY/CEO

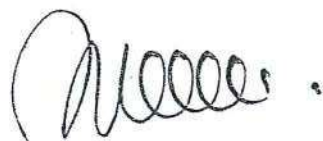


CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061

12. STATEMENT OF ASSETS AND LIABILITIES AS AT 30<sup>TH</sup> JUNE 2023

	Note	30.06.2023	30.06.2022
		Kshs	Kshs
<b>FINANCIAL ASSETS</b>			
Cash and Cash Equivalents			
Bank Balances	7	45,120,030	47,445,773
<b>Total Cash And Cash Equivalents</b>		<b>45,120,030</b>	<b>47,445,773</b>
Accounts Receivables - Outstanding Imprest and Clearance Accounts	8	-	-
<b>TOTAL FINANCIAL ASSETS</b>		<b>45,120,030</b>	<b>47,445,773</b>
<b>LESS: FINANCIAL LIABILITIES</b>			
Accounts Payables - Deposits	9	39,745,352	36,678,201
<b>NET FINANCIAL ASSETS</b>		<b>5,374,679</b>	<b>10,767,572</b>
<b>REPRESENTED BY</b>			
Fund balance b/fwd	10	10,767,572	10,898,780
Prior year adjustments	11	(671)	(131,880)
Surplus/Deficit for the year		(5,392,223)	671
<b>NET FINANCIAL POSITION</b>		<b>5,374,678</b>	<b>10,767,571</b>

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jan 2024 and signed by:



Betty Sungura, EBS  
COMMISSION SECRETARY/CEO

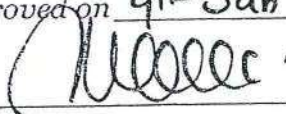


CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061

5. CASH FLOW STATEMENT AS AT 30<sup>TH</sup> JUNE 2023

	Note	30.06.2023	30.06.2023
		Kshs	Kshs
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
<b>Receipts for operating income</b>			
Transfers from National Treasury	1	398,148,932	432,378,070
Other Revenues	2	-	-
		<b>398,148,932</b>	<b>432,378,070</b>
<b>Payments for operating expenses</b>			
Compensation of Employees	3	245,438,929	237,064,009
Use of goods and services	4	137,477,226	167,601,467
Social Security Benefits	5	7,500,000	7,500,000
		<b>390,416,155</b>	<b>412,165,476</b>
<b>Adjusted for:</b>			
Prior Year Adjustments	11	(671)	(131,880)
Decrease/(Increase) in Accounts receivable: (outstanding imprest)	12	-	-
Increase/(Decrease) in Accounts Payable: (deposits and retention)	13	3,067,151	22,737,728
<b>CASHFLOW FROM INVESTING ACTIVITIES</b>		<b>10,799,256</b>	<b>42,818,442</b>
Acquisition of Assets	6	(13,125,000)	(20,211,923)
<b>Net cash flows from Investing Activities</b>		<b>(13,125,000)</b>	<b>(20,211,923)</b>
<b>CASHFLOW FROM BORROWING ACTIVITIES</b>			
<b>Net cash flow from financing activities</b>		<b>-</b>	<b>-</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENT</b>		<b>(2,325,744)</b>	<b>22,606,519</b>
<b>Cash and cash equivalent at BEGINNING of the year</b>		<b>47,445,773</b>	<b>24,839,253</b>
<b>Cash and cash equivalent at END of the year</b>		<b>45,120,029</b>	<b>47,445,772</b>

The accounting policies and explanatory notes to these financial statements form an integral part of the financial statements. The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jan 2024 and signed by:

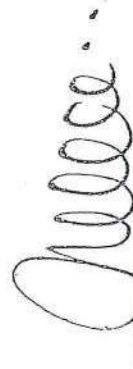
  
Betty Sungura, EBS  
COMMISSION SECRETARY/CEO

  
CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061

**6. STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR FY 2022/23**

Revenue/Expense Item	Original Budget a	Adjustments b	Final Budget c=a+b	Actual on Comparable Basis d	Budget Utilization Difference e=c-d	% of Utilization Difference to Final Budget f=d/c %
<b>RECEIPTS</b>						
Exchequer releases	398,246,176		398,246,176	398,148,932	97,244	
<b>Total Receipts</b>	<b>398,246,176</b>	<b>0</b>	<b>398,246,176</b>	<b>398,148,932</b>	<b>97,244</b>	<b>100%</b>
<b>Payments</b>						
Compensation of Employees	245,440,000		245,440,000	245,438,929	1,071	100%
Use of goods and services	141,537,176		141,537,176	137,477,226	4,059,950	97%
Social Security Benefits	7,500,000		7,500,000	7,500,000	0	100%
Acquisition of Assets	13,900,000		13,900,000	13,125,000	775,000	94%
<b>Grand Total</b>	<b>408,377,176</b>	<b>-</b>	<b>408,377,176</b>	<b>403,541,155</b>	<b>4,836,021</b>	<b>99%</b>
<b>Surplus/Deficit</b>				<b>(5,392,223)</b>		

The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jun 2024 and signed by:



Betty Sungura, EBS  
COMMISSION SECRETARY/CEO

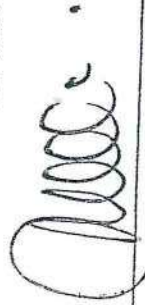


CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061

(A) SUMMARY STATEMENT OF APPROPRIATION: RECURRENT FOR FY2022/23

Revenue/Expense Item	Original Budget a	Adjustments b	Final Budget c=a+b	Actual on Comparable Basis d	Budget Utilisation Difference e=c-d	% of Utilisation Difference to Final Budget f=d/c %
<b>RECEIPTS</b>						
Exchequer releases	398,246,176		398,246,176			
<b>Total Receipts</b>	<b>398,246,176</b>	<b>0</b>	<b>398,246,176</b>	<b>398,148,932</b>	<b>97,244</b>	
<b>Payments</b>						<b>100%</b>
Compensation of Employees	245,440,000		245,440,000	245,438,929	1,071	100%
Use of goods and services	132,806,176		132,806,176	131,963,152	843,024	99%
Social Security Benefits	7,500,000		7,500,000	7,500,000	0	100%
Acquisition of Assets	12,500,000		12,500,000	12,489,000	11,000	100%
<b>Grand Total</b>	<b>398,246,176</b>	<b>-</b>	<b>398,246,176</b>	<b>397,391,081</b>	<b>855,095</b>	<b>100%</b>
<b>Surplus/Deficit</b>						<b>100%</b>

The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jan 2024 and signed by:



Betty Sungura, EBS  
COMMISSION SECRETARY/CEO



CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061

**(B) STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS: DEVELOPMENT FOR  
FY2022/2023**

Revenue/Expense Item	Original Budget a	Adjustments b	Final Budget c=a+b	Actual on Comparable Basis d	Budget Utilisation Difference e=c-d	% of Utilisation Difference to Final Budget f=d/c %
<b>RECEIPTS</b>						
Exchange releases	10,131,000		10,131,000	5,768,205.00	4,362,795	57%
<b>Total Receipts</b>	<b>10,131,000</b>		<b>10,131,000</b>	<b>5,768,205.00</b>	<b>4,362,795</b>	<b>57%</b>
<b>PAYMENTS</b>						
Use of goods and services	8,731,000		8,731,000	5,132,205.00		
Acquisition of assets	1,400,000		1,400,000	636,000.00		59%
<b>Grand Total</b>	<b>10,131,000</b>		<b>10,131,000</b>	<b>5,768,205</b>	<b>0</b>	<b>57%</b>
Surplus/Deficit	-		-			

*The development project under Ford Foundation with a grant of Kshs 10,131,000 has a project implementation from November 2019 to May 2024)*

The National Gender and Equality Commission financial statements were approved on 9<sup>th</sup> Jan 2024 and signed by:



Betty Sungura, FBS  
COMMISSION SECRETARY/CEO



CPA Beatrice Jepkosgei Cheruiyot  
ASSISTANT DIRECTOR (FP&A)  
ICPAK: 6061



## 15. NOTES TO THE FINANCIAL STATEMENTS

The principle accounting policies adopted in the preparation of these financial statements are set out below:

### 1. Statement of Compliance and Basis of Preparation

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

The financial statements comply with and conform to the form of presentation prescribed by the PSASB. The accounting policies adopted have been consistently applied to all the years presented.

### 2. Reporting National Gender and Equality Commission

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

### 3. Reporting Currency

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

### 4. Significant Accounting Policies

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

**a) Recognition of Receipts**

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

**(i) Transfers from the Exchequer**

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

**(ii) External Assistance**

External assistance is received through grants and loans from multilateral and bilateral development partners. Grants and loans shall be recognized in the books of accounts when cash is received. Cash is considered as received when payment advice is received by the recipient National Gender and Equality Commission or by the beneficiary. In the case of a grant/loan in kind, such grants are recorded upon receipt of the grant item and determination of the value. The date of the transaction is the value date indicated on the payment advice. A similar recognition criterion is applied for loans received in the form of direct payment.

During the year ended 30<sup>th</sup> June 2023, there were no instances of non-compliance with terms and conditions which have resulted in the cancellation of external assistance loans.

**(iii) Other receipts**

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

**b) Recognition of payments**

The National Gender and Equality Commission recognises all payments when the event occurs, and the related cash has been paid out by the Commission.

**i) Compensation of Employees**

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

**ii) Use of Goods and Services**

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

**iii) Acquisition of Fixed Assets**

The payment on an acquisition of property plant and equipment items is not capitalized. The cost of acquisition and proceeds from the disposal of these items are treated as payments and receipts items respectively. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration and the fair value of the asset can be reliably established, a contra transaction is recorded as a receipt and as payment.

A fixed asset register is maintained and a summary is provided for purposes of consolidation. This summary is disclosed as annexure 1 to the financial statements.

**iv) Acquisition of Fixed Assets**

The payment on an acquisition of property plant and equipment items is not capitalized. The cost of acquisition and proceeds from the disposal of these items are treated as payments and receipts items respectively. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration and the fair value of the asset can be reliably established, a contra transaction is recorded as a receipt and as payment.

A fixed asset register is maintained and a summary is provided for purposes of consolidation.

**v) In-kind contributions**

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

**c) Cash and Cash Equivalents**

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

A bank account register is maintained and a summary is provided for purposes of consolidation.

**d) Imprests and advances**

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

**e) Third-party deposits and retention**

For these financial statements, deposits and retentions held on behalf of third parties have been recognized on an accrual basis (as accounts payables). This is in recognition of the government practice of retaining a portion of contracted services and works pending the fulfilment of obligations by the contractor and holding deposits on behalf of third parties.

This is an enhancement to the cash accounting policy adopted for National Government Ministries and Agencies.

Other liabilities including pending bills are disclosed in the financial statements.

**f) Pending Bills**

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

**g) Budget**

The budget is developed on a comparable accounting basis (cash basis except for imprest and deposits and retentions, which are accounted for on an accrual basis), the same accounts classification basis, and for the same period as the financial statements. The original budget was approved by Parliament for the period 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022 as required by Law.

A comparison of the actual performance against the comparable budget for the financial year under review has been included in the financial statements.

**h) Comparative Figures**

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

**i) Subsequent Events**

There have been no events after the financial year end with a significant impact on the financial statements for the year ended 30<sup>th</sup> June 2023.

**j) Prior Period Adjustment**

During the year, errors that have been corrected are disclosed under note 10 explaining the nature and amounts.

**k) Related Party Transactions**

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

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

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

**l) Contingent Liabilities**

A contingent liability is:

- a) A possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the National Gender and Equality Commission; or
- b) A present obligation that arises from past events but is not recognised because:
  - i) It is not probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; or
  - ii) The amount of the obligation cannot be measured with sufficient reliability.

Some the contingent liabilities may arise from: litigation in progress, guarantees, and indemnities. Letters of comfort/ support, insurance, Public-Private Partnerships, The National Gender and Equality Commission does not recognize a contingent liability but discloses details of any contingencies in the notes to the financial statements unless the possibility of an outflow of resources embodying economic benefits or service potential is remote. Note 13.3 and Annex 2 of this financial statement is a register of the contingent liabilities in the year.

## Notes to the Financial Statements

### 1. Exchequer releases

Description	2022- 2023	2021- 2022
	Kshs	Kshs
Total Exchequer Releases for quarter 1	100,540,362	76,422,388
Total Exchequer Releases for quarter 2	112,821,069	120,854,007
Total Exchequer Releases for quarter 3	49,876,002	78,909,172
Total Exchequer Releases for quarter 4	134,911,499	156,192,504
<b>TOTAL</b>	<b>398,148,932</b>	<b>432,378,070</b>

### 2. Other revenues

	30.06.2023	30.06.2022
	Kshs	Kshs
Other receipts		
<b>TOTAL</b>	<b>-</b>	<b>-</b>

### 3. Compensation to employees

	30.06.2023	30.06.2022
	Kshs	Kshs
Basic salaries of permanent employees	148,652,646	139,206,435
Personal allowances paid as part of salary	74,259,031	75,876,608
Employer Contributions Compulsory national social security schemes	22,527,253	21,980,966
<b>TOTAL</b>	<b>245,438,929</b>	<b>237,064,009</b>

#### 4. Use of Goods and Services

	30.06.2023	30.06.2022
	Kshs	Kshs
Utilities, supplies and services	1,999,998	2,398,850
Communication, supplies and services	3,011,507	5,393,525
Domestic travel and subsistence	25,578,275	18,482,879
Foreign travel and subsistence	16,416,069	6,000,000
Printing, advertising and information supplies & services <sup>e</sup>	731,836	7,150,583
Rentals of produced assets	40,175,126	41,883,861
Training expenses	5,594,310	9,042,763
Hospitality supplies and services	1,578,421	4,215,284
Insurance costs	35,395,756	36,157,394
Specialised materials and services	0	192,000
Office and general supplies and services	24,660	3,466,321
Other operating expenses	1,711,900	25,201,955
Routine maintenance – vehicles and other transport	1,352,858	3,431,145
Routine maintenance – other assets	389,500	831,662
Fuel Oil and Lubricants	3,517,012	3,753,246
<b>TOTAL</b>	<b>137,477,226</b>	<b>167,601,467</b>

#### 5. Social Security Benefits

	30.06.2023	30.06.2022
	Kshs	Kshs
Government pension and retirement benefits	7,500,000	7,500,000
<b>TOTAL</b>	<b>7,500,000</b>	<b>7,500,000</b>

#### 6. Acquisition of Assets

	30.06.2023	30.06.2022
	Kshs	Kshs
<b>Non Financial Assets</b>		
Refurbishment of Buildings		1,193,280
Purchase of Vehicles and Other Transport Equipment	12,489,000	11,402,000
Purchase of Office Furniture and General Equipment	636,000	7,616,643
<b>TOTAL</b>	<b>13,125,000</b>	<b>20,211,923</b>



7. Bank Accounts

Name of Bank, Account No. & currency	30.06.2023	30.06.2022
	Kshs	Kshs
Central Bank of Kenya, 1000181532, Recurrent	49,639	672
Central Bank of Kenya, 1000414855,	4,689,140	10,131,000
Central Bank of Kenya, 1000182385, Deposits	39,745,352	36,678,201
Central Bank of Kenya, 1000414863, Access&	635,900	635,900
<b>Total</b>	<b>45,120,030</b>	<b>47,445,773</b>

8. Imprests and Advances

Description	30.06.2023	30.06.2022
	Kshs	Kshs
Government Imprests	-	-
<b>TOTAL</b>	<b>-</b>	<b>-</b>
[No outstanding imprests]		

9. Third-party deposits and retention

	30.06.2023	30.06.2022
	Kshs	Kshs
Deposits	39,745,352	36,678,201
Other Payables		0
<b>TOTAL</b>	<b>39,745,352</b>	<b>36,678,201</b>

10. Fund Balance Brought Forward

	30.06.2023	30.06.2022
	Kshs	Kshs
Bank accounts	47,445,773	24,839,253
Cash in hand	0	0
Receivables - Outstanding Imprests	0	0
Payables - Deposits	(36,678,201)	(13,940,473)
<b>TOTAL</b>	<b>10,767,572</b>	<b>10,898,780</b>

**11. Prior year adjustments**

Description	Balance b/f 2021/2022	Balance b/f 2020/2021
	Kshs	Kshs
Bank account Balances	(671)	(131,880)
Cash in hand		
Accounts Payables		
Receivables		
	(671)	(131,880)

**12. (Increase)/ Decrease in Advances and Imprests (Receivables)**

	KShs	KShs
Receivables as at 1 <sup>st</sup> Jan(a)	-	
Receivables as at 31st Mar (b)	-	-
Increase)/ Decrease in Receivables (c=(b-a))	-	-

(Receivable as at 1<sup>st</sup> July for FY 2022/23 should be the same as receivable as at 30<sup>th</sup> June for FY 2021/22)

**13. Increase/ (Decrease) in Retention and Third-Party Deposits (Payables)**

	45,107	44,742
Payables as at 1 <sup>st</sup> Jul 2023	36,678,201	13,940,473
Payables as at 30th Jun 2023	39,745,352	36,678,201
Increase/ (Decrease) in payables	3,067,151	22,737,728

(Payables as at 1<sup>st</sup> July for FY 2022/23 should be the same as receivable as at 30<sup>th</sup> June for FY 2021/22)

**14. Related Party Disclosures**

Related party disclosure is encouraged under the non-mandatory section of the Cash Basis IPSAS.

The following comprises related parties to the National Gender and Equality Commission

- i) Key management personnel that include the Cabinet Secretaries and Accounting Officers
- ii) Other Ministries Departments and Agencies and Development Projects;

- iii) County Governments; and
- iv) State Corporations and Semi-Autonomous Government Agencies.

## 15. OTHER IMPORTANT DISCLOSURES

### 15.1: Pending Accounts Payable

	30.06.2023	30.06.2022
	Kshs	Kshs
Supply of services	295,800.00	0
<b>TOTAL</b>	<b>295,800.00</b>	<b>-</b>

### 15.2: Pending Staff Payables – *No pending payables*

### 15.3 Contingent Liabilities- Ksh 16,255,894.00

### 15.4 Progress on follow-up of Prior Years Auditor-General's recommendations

No unresolved issues raised by the Auditor General

## 16. ANNEXES

### Annexe 1 – Contingent Liabilities Register

S/No	Payee	Transaction Number	Line Description	Amount (Kshs)
1	Muranga Teachers Training College	Inv. No. MTTC/NGEC /1/002	Conference facilities - Regional forum with organizations of persons with disabilities and individual PWDS in Muranga County	295,800

### Annexe 2 – Contingent Liabilities Register

	Nature of contingent liability	Payable to	Currency	Estimated Amount Kshs	Expected date of payment	Remarks
1	Legal	Prof Rose Odhiambo	Kshs	16,255,894		Funds set aside in the deposit account

### Annex 3 – Summary of Fixed Asset Register

Asset class	Historical Cost b/f (Kshs) Previous Year	Additions during the year (Kshs)	Disposals during the year (Kshs)	Transfers in/(out) during the year	Historical Cost c/f (Kshs) Current Year
Transport Equipment	73,050,000	12,489,000	0	0	85,539,000
Office equipment, furniture & fittings	44,615,621	0	0	0	44,615,621
ICT equipment	11,680,610	636,000	0	0	12,316,610
<b>Total</b>	<b>129,346,231</b>	<b>13,125,000</b>	<b>0</b>	<b>0</b>	<b>142,471,231</b>

**Annexe 4- Reports Generated from IFMIS**

The following financial reports generated from IFMIS should be attached as appendices to these financial statements.

- i. GOK IFMIS Comparison Trial Balance
- ii. FO30 (Bank reconciliations) for all bank accounts
- iii. GOK IFMIS Receipts and Payments Statement
- iv. GOK IFMIS Statement of Financial Position
- v. GOK IFMIS Statement of Cash Flows
- vi. GOK IFMIS Notes to the Financial Statements
- vii. GOK IFMIS Statement of Budget Execution
- viii. GOK IFMIS Statement of Deposits
- ix. GOK IFMIS Budget Execution by Programme and Economic Classification
- x. GOK IFMIS Budget Execution by Heads and Programmes
- xi. GOK IFMIS Budget Execution by Programmes and



## STATEMENT OF RECEIPTS AND PAYMENTS

Entity: 2141-National Gender and Equality Commission

Current Period: JUL-22 To JUN-23

Compare With: JUL-21 To JUN-22

	Note	Current Period	Previous Period
<b>RECEIPTS</b>			
Tax Receipts	1	0.00	
Social Security Contribution	2	0.00	0.00
Proceeds from Domestic and Foreign Grants	3	0.00	0.00
Exchequer releases	4	398,148,932.00	432,378,069.65
Transfers from Other Government Entities	5	0.00	0.00
Proceeds from Domestic Borrowings	6	0.00	0.00
Proceeds from Foreign Borrowings	7	0.00	0.00
Proceeds from Sales of Assets	8	0.00	0.00
Reimbursements and Refunds	9	0.00	0.00
Returns of Equity Holdings	10	0.00	0.00
Other Receipts	11	0.00	0.00
<b>TOTAL RECEIPTS</b>		<b>398,148,932.00</b>	<b>432,378,069.65</b>
<b>PAYMENTS</b>			
Compensation of Employees	12	245,438,929.35	237,064,008.90
Use of goods and Services	13	137,477,225.80	167,601,467.10
Subsidies	14	0.00	0.00
Transfers to Other Government Units	15	0.00	0.00
Other Grants and Transfers	16	0.00	0.00
Social Security Benefits	17	7,500,000.00	7,500,000.00
Acquisition of Assets	18	13,125,000.00	20,211,923.00
Finance Costs, including Loan Interest	19	0.00	0.00
Repayment of Principal on Domestic and Foreign Borrowing	20	0.00	0.00
Other payments	21	0.00	0.00
<b>TOTAL PAYMENTS</b>		<b>403,541,155.15</b>	<b>432,377,399.00</b>
<b>SURPLUS/DEFICIT</b>		<b>(5,392,223.15)</b>	<b>670.65</b>

Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewed By: \_\_\_\_\_

Date: \_\_\_\_\_

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_



### SUMMARY STATEMENT OF DEPOSITS

Entity: 2141-National Gender and Equality Commission

Current Period: JUL-22 To JUN-23

Compare With: JUL-21 To JUN-22

Economic Item	6550101 - Ministry HQ Deposit Bank A/C	
	Current Period	Previous Period
Opening Balance	36,678,200.95	13,940,472.50
Transfers of retentions during the year	26,747,046.00	31,330,040.05
Payments made out of deposit account during the year	23,679,895.35	8,592,311.60
Closing Balance	39,745,351.60	36,678,200.95

Principal Secretary  
Controller

Principal Accounts

The Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewed By: \_\_\_\_\_

Date: \_\_\_\_\_

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_



## Statement of Financial Position

Entity: 2141-National Gender and Equality Commission

Current Period: JUL-22 To JUN-23

Compare With: JUL-21 To JUN-22

	Note	Current Period	Previous Period
		Kshs	Kshs
<b>FINANCIAL ASSETS</b>			
<b>Cash and Cash Equivalents</b>			
Bank Balances	22A	45,120,030.35	47,445,772.95
Post Office Balances	22B	0.00	0.00
<b>Total Cash And Cash Equivalents</b>		<b>45,120,030.35</b>	<b>47,445,772.95</b>
Accounts Receivables - Outstanding Imprest	23	0.00	0.50
Clearance Accounts			
<b>TOTAL FINANCIAL ASSETS</b>		<b>45,120,030.35</b>	<b>47,445,773.45</b>
<b>Financial Liabilities</b>			
Accounts Payables - Deposits	24	39,745,351.60	36,678,200.95
<b>FINANCIAL ASSETS</b>		<b>5,374,678.75</b>	<b>10,767,572.50</b>
<b>REPRESENTED BY</b>			
Opening Balance b/fwd	25	10,767,572.50	10,898,782.85
Year Adjustment	26	(670.60)	(131,881.00)
<b>Surplus/Deficit for the Year</b>		<b>(5,392,223.15)</b>	<b>670.65</b>
<b>FINANCIAL POSITION</b>		<b>5,374,678.75</b>	<b>10,767,572.50</b>

Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_

Date: \_\_\_\_\_

Reviewed By: \_\_\_\_\_

Date: \_\_\_\_\_

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_



## STATEMENT OF CASH FLOW

Entity: 2141-National Gender and

Current Period: JUL-22 To JUN-23

Compare With: JUL-21 To JUN-22

	Note	Current Period	Previous Period
		Kshs	Kshs
<b>Receipts and operating income</b>			
Tax Receipts	1	0	0
Social Security Contribution	2	0	0
Proceeds from Domestic and Foreign	3	0	0
Exchequer releases	4	398,148,932.00	432,378,069.65
Transfers from Other Government Entities	5	0	0
Reimbursements and Refunds	9	0	0
Returns of Equity Holdings	10	0	0
Other Receipts	11	0	0
<b>Payments for Operating Expenses</b>			
Compensation of Employees	12	245,438,929.35	237,064,008.90
Use of goods and Services	13	137,477,225.80	167,601,467.10
Subsidies	14	0	0
Transfers to Other Government Units	15	0	0
Other Grants and Transfers	16	0	0
Social Security Benefits	17	7,500,000.00	7,500,000.00
Finance Costs, including Loan Interest	19	0	0
Other payments	21	0	0
<b>Adjusted for :</b>			
Adjustments during the year		3,067,151.00	22,737,729.80
Prior year adjustments		-670.6	-131,881.00
<b>Net Cash From Operating Activities</b>	A	10,799,256.00	42,818,442.45
<b>Cash Flow From Investing Activities</b>			
Proceeds from Sales of Assets	8	0	0
Acquisition of Assets	18	13,125,000.00	20,211,923.00
<b>Net Cash Flow From Investing Activities</b>	B	-13,125,000.00	-20,211,923.00
<b>Cash Flow From Borrowing Activities</b>			
Proceeds from Domestic Borrowings	6	0	0
Proceeds from Foreign Borrowings	7	0	0
Repayment of Principal on Domestic and	20	0	0
<b>Net Cash Flow From Financing</b>	C	0	0
<b>NET INCREASE IN CASH AND CASH</b>	A+B+C	-2,325,744.00	22,606,519.45
Cash and Cash Equivalent at		47,445,772.95	24,839,253.50
Cash and Cash Equivalent at END of	22A+22B	45,120,028.95	47,445,772.95

The Statement has been prepared, reviewed and approved by the following:

Prepared By:		Date:	
Reviewed By:		Date:	
Approved By:		Date:	

Printed on: 24-AUG-2023 23:23

Printed by

Page 1 of 1



**Budget Execution by Programme and Economic Classification**

Entity: 2141-National Gender and Equality Commission

Period: JUL-22 To JUN-23

Program	Item	Description	Approved Budget	Actual Payments	Variance
00000000		Default - Non Programmatic	0.00	0.00	0.00
	2210000	Goods and Services	0.00	0.00	0.00
	2990000	System Required Expense A/cs	0.00	0.00	0.00
01000000		Promotion of Gender Equality and Freedom from Discrimination	408,377,176.00	403,541,155.15	4,836,020.85
	2110000	Wages and Salary Contributions	222,912,731.00	222,911,676.80	1,054.20
	2120000	Social Contributions	22,527,269.00	22,527,252.55	16.45
	2210000	Goods and Services	139,661,176.00	135,734,868.60	3,926,307.40
	2220000	Routine Maintenance	1,876,000.00	1,742,357.20	133,642.80
	2710000	Social Security Benefits	7,500,000.00	7,500,000.00	0.00
	3110000	Acquisition of Fixed Capital Assets	13,900,000.00	13,125,000.00	775,000.00
		<b>Grand Total</b>	<b>408,377,176.00</b>	<b>403,541,155.15</b>	<b>4,836,020.85</b>

Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_  
 Reviewed By: \_\_\_\_\_  
 Approved By: \_\_\_\_\_

Date: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Date: \_\_\_\_\_

**Budget Execution By Programmes and Sub-Programmes**

Entity: 2141-National Gender and Equality Commission

Period: JUL-22 TO JUN-23

Program	Sub Program	Description	Approved Budget	Actual Payments	Variance
0		Default - Non Programmatic	0	0	0
621000000		Default - Non Programmatic	0	0	0
		Promotion of Gender Equality and Freedom from	408,377,176.00	403,541,155.15	4,836,020.85
	621010000	Legal Compliance and Redress	10,494,301.00	10,494,301.00	0.00
	621020000	Mainstreaming and Coordination	19,659,901.00	14,823,880.15	4,836,020.85
	621030000	Public Education, Advocacy, And Research	13,362,204.00	13,362,204.00	0.00
	621040000	General Administration Planning and Support	364,860,770.00	364,860,770.00	0.00
		<b>Grand Total</b>	<b>408,377,176.00</b>	<b>403,541,155.15</b>	<b>4,836,020.85</b>

The Statement has been prepared, reviewed and approved by the following:

Prepared	_____	Date:	_____
Reviewed	_____	Date:	_____
Approved	_____	Date:	_____

**Budget Execution by Heads and Programmes**

Entity: 2141-National Gender and Equality

Period: JUL-22 To JUN-23

Head	Program	Description	Approved Budget	Actual Payments	Variance
0		Default Value ( Non- Departmental)	0	0	0
2141000100	0	Default - Non Programmatic	0	0	0
		Headquarters Administrative Services	253,174,042.00	253,174,042.00	0.00
2141000200	0	Default - Non Programmatic	0	0	0
	621000000	Promotion of Gender Equality and Freedom	253,174,042.00	253,174,042.00	0.00
		Field Services	145,072,134.00	144,598,908.15	473,225.85
2141100100	621000000	Promotion of Gender Equality and Freedom	145,072,134.00	144,598,908.15	473,225.85
		Integrating Gender in Peace Building and	0	0	0
2141100200	621000000	Promotion of Gender Equality and Freedom	0	0	0
		Promotion of Gender Equality and Freedom	0	0	0
2141100300	621000000	Promotion of Gender Equality and Freedom	0	0	0
		Promotion of Gender Equality and Freedom	0	0	0
2141100400	621000000	Promotion of Gender Equality and Freedom	0	0	0
		Agency of Disabled & Their networks to	10,131,000.00	5,768,205.00	4,362,795.00
		Promotion of Gender Equality and Freedom	10,131,000.00	5,768,205.00	4,362,795.00
		<b>Grand Total</b>	<b>408,377,176.00</b>	<b>403,541,155.15</b>	<b>4,836,020.85</b>

The Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_

Reviewed By: \_\_\_\_\_

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

### BANK RECONCILIATION

From Date : 01-JUL-22 To : 30-JUN-23

REC-NATIONAL GENDER & EQUALITY COM

Bank : Central Bank of Kenya , Branch : Haile Selassie , Account Number : 1000181532

Balance as per bank certificate	49,638.75
Less --	
1. Payment in Cash Book not yet recorded in Bank Statement (Unpresented Cheques)	
2. Receipts in Bank Statement not yet recorded in Cash Book	
Add --	
3. Payment in Bank Statement not yet recorded in Cash Book	672.30
4. Receipts in Cash Book not yet Recorded in Bank Statement	
<b>Bank Balance as per Cash Book</b>	<b>50,311.05</b>

Reconciled by: ..... Signature: ..... Date: .....

Reviewed by : ..... Signature: ..... Date: .....

Approved by: ..... Signature: ..... Date: .....

### BANK RECONCILIATION

From Date : 01-JUL-22 To : 30-JUN-23

DEP-NATIONAL GENDER & EQUALITY COM

Bank : Central Bank of Kenya , Branch : Haile Selassie , Account Number : 1000182385

Balance as per bank certificate	39,995,351.60
Less --	
1. Payment in Cash Book not yet recorded in Bank Statement (Unpresented Cheques)	
2. Receipts in Bank Statement not yet recorded in Cash Book	
Add --	
3. Payment in Bank Statement not yet recorded in Cash Book	
4. Receipts in Cash Book not yet Recorded in Bank Statement	
<b>Bank Balance as per Cash Book</b>	<b>39,995,351.60</b>

Reconciled by: ..... Signature: ..... Date: .....

Reviewed by : ..... Signature: ..... Date: .....

Approved by: ..... Signature: ..... Date: .....

### BANK RECONCILIATION

From Date : 01-JUL-22 To : 30-JUN-23

Dev - National Gender and Equalit

Bank : Central Bank of Kenya , Branch : Haile Selassie , Account Number : 1000414855

Balance as per bank certificate

4,689,140.00

Less --

1. Payment in Cash Book not yet recorded in Bank Statement  
(Unpresented Cheques)

2. Receipts in Bank Statement not yet recorded in Cash Book

Add --

3. Payment in Bank Statement not yet recorded in Cash Book

4. Receipts in Cash Book not yet Recorded in Bank Statement

Bank Balance as per Cash Book

4,689,140.00

Reconciled by: ..... Signature: ..... Date: .....

Reviewed by : ..... Signature: ..... Date: .....

Approved by: ..... Signature: ..... Date: .....

**Trial Balance  
Comparison Report**  
Entity: 2141-National  
Gender and Equality  
Commission  
Current Period: JUL-  
22 To JUN-23  
Compare With: JUL-  
21 To ADJ2-22

Account No and Description	Current Period		Previous period	
	Debit Balance	Credit Balance	Debit Balance	Credit Balance
	Kshs	Kshs	Kshs	Kshs
1320202 Capital Grants from International Organizations	0	0	0	0
1320200 Grants from International Organizations - Direct Payments AIA	0	0	0	0
1320000 Grants from International Organisations	0	0	0	0
1420299 Other Receipts from Administrative Fees and Charges	0	0	0	0
1420200 Administrative Fees and Charges	0	0	0	0
1420000 Sales of Goods and Services	0	0	0	0
2110101 Basic Salaries - Civil Service	148,652,646.00	0	139,206,435.45	0
2110100 Basic Salaries - Permanent Employees	148,652,646.00	0	139,206,435.45	0
2110201 Contractual Employees	0	0	0	0
2110202 Casual Labour - Others	0	0	0	0
2110200 Basic Wages - Temporary Employees	0	0	0	0
2110301 House Allowance	52,296,040.05	0	53,049,524.60	0
2110310 Top-up Allowance	6,157,660.00	0	6,096,258.25	0
2110314 Transport Allowance	10,194,150.45	0	11,554,824.70	0
2110320 Leave Allowance	5,611,180.30	0	5,176,000.00	0
2110321 Administrative Allowance	0	0	0	0
2110300 Personal Allowances paid as part of Salary	74,259,030.80	0	75,876,607.55	0
2110000 Wages and Salary Contributions	222,911,676.80	0	215,083,043.00	0
2120101 Employer Contributions to National Social Security Fund	258,624.00	0	245,600.00	0
2120103 Employer Contribution to Staff Pensions Scheme	22,268,628.55	0	21,735,365.90	0
2120100 Employer Contributions to Compulsory National Social Security Schemes	22,527,252.55	0	21,980,965.90	0



2120000 Social Contributions	22,527,252.55	0	21,980,965.9	0
2210101 Electricity			0	0
2210102 Water and Sewerage Charges	1,999,997.70	0	2,398,850.45	0
2210100 Utilities, Supplies and Services	0	0	0	0
2210201 Telephone, Telex, Facsimile and Mobile Phone Services	1,999,997.70	0	2,398,850.45	0
2210202 Internet Connections	566,999.05	0	1,976,985.65	0
2210203 Courier & Postal Services	2,181,999.60	0	2,499,999.20	0
2210206 Licencing fees for Communication	110,050.00	0	183,939.95	0
2210200 Communication, Supplies and Services	152,458.00	0	732,600.15	0
2210301 Travel Costs (airlines, bus, railway, mileage allowances, etc.)	3,011,506.65	0	5,393,524.95	0
2210302 Accommodation - Domestic Travel	7,524,795.00	0	4,587,562.50	0
2210303 Daily Subsistence Allowance	6,345,800.00	0	5,354,865.00	0
2210304 Sundry Items (e.g. airport tax, taxis, etc?)	9,723,410.10	0	6,909,190.00	0
2210310 Field Operational Allowance	1,694,869.70	0	1,375,001.00	0
2210300 Domestic Travel and Subsistence, and Other Transportation Costs	289,400.00	0	0	0
2210401 Travel Costs (airlines, bus, railway, etc.)	25,578,274.80	0	18,226,618.5	0
2210402 Accommodation	7,805,118.10	0	2,500,000.00	0
2210403 Daily Subsistence Allowance	0	0	0	0
2210404 Sundry Items (e.g. airport tax, taxis, etc?)	7,110,951.35	0	3,500,000.00	0
2210400 Foreign Travel and Subsistence, and other transportation costs	1,499,999.45	0	0	0
2210502 Publishing & Printing Services	16,416,068.90	0	6,000,000.00	0
2210503 Subscriptions to Newspapers, Magazines and Periodicals	254,600.00	0	2,691,109.65	0
2210504 Advertising, Awareness and Publicity Campaigns	215,191.00	0	226,000.00	0
2210505 Trade Shows and Exhibitions	205,045.00	0	2,500,000.00	0
2210500 Printing, Advertising and Information Supplies and Services	57,000.00	0	1,989,733.00	0
2210603 Rents and Rates - Non-Residential	731,836.00	0	7,406,842.65	0
2210604 Hire of Transport, Equipment	40,172,425.60	0	40,499,998.5	0
2210600 Rentals of Produced Assets	2,700.00	0	1,383,862.00	0
2210701 Travel Allowance	40,175,125.60	0	41,883,860.5	0
	834,872.00	0	1,085,067.00	0

2210703 Production and Printing of Training Materials	853,074.00	0	1,400,000.00	0
2210704 Hire of Training Facilities and Equipment	1,590,879.00	0	2,828,256.00	0
2210708 Trainer Allowance	243,736.00	0	200,000.00	0
2210710 Accommodation Allowance	974,940.00	0	1,499,999.00	0
2210711 Tuition Fees Allowance	1,096,809.00	0	1,900,000.00	0
2210712 Trainee Allowance	0	0	129,441.00	0
2210700 Training Expenses	5,594,310.00	0	9,042,763.00	0
2210801 Catering Services (receptions), Accommodation, Gifts, Food and Drinks	998,421.00	0	1,757,284.00	0
2210802 Boards, Committees, Conferences and Seminars	580,000.00	0	1,800,000.00	0
2210805 National Celebrations	0	0	658,000.00	0
2210800 Hospitality Supplies and Servi	1,578,421.00	0	4,215,284.00	0
2210901 Group Personal Insurance	2,899,378.65	0	3,428,889.45	0
2210903 Plant, Equipment and Machinery Insurance	400,000.00	0	299,793.00	0
2210904 Motor Vehicle Insurance	0	0	0	0
2210910 Medical Insurance	32,096,377.80	0	32,428,711.50	0
2210900 Insurance Costs	35,395,756.45	0	36,157,393.95	0
2211009 Education and Library Supplies	0	0	0	0
2211016 Purchase of Uniforms and Clothing - Staff	0	0	192,000.00	0
2211000 Specialised Materials and Supp	0	0	192,000.00	0
2211101 General Office Supplies (papers, pencils, forms, small office equipment etc)	0	0	1,699,187.50	0
2211102 Supplies and Accessories for Computers and Printers	24,360.00	0	1,669,905.00	0
2211103 Sanitary and Cleaning Materials, Supplies and Services	300	0	97,228.00	0
2211100 Office and General Supplies and Services	24,660.00	0	3,466,320.50	0
2211201 Refined Fuels and Lubricants for Transport	3,517,011.50	0	3,753,246.10	0
2211200 Fuel Oil and Lubricants	3,517,011.50	0	3,753,246.10	0
2211301 Bank Service Commission and Charges	0	0	0	0
2211305 Contracted Guards and Cleaning Services	893,500.00	0	1,589,997.00	0
2211306 Membership Fees, Dues and Subscriptions to Professional and Trade Bodies	79,600.00	0	1,499,251.00	0
2211308 Legal Dues/fees, Arbitration and Compensation Payments	37,800.00	0	19,661,541.00	0
2211310 Contracted Professional Services	420,000.00	0	1,099,999.20	0
2211311 Contracted Technical Services	281,000.00	0	1,351,167.00	0

2211321 Parking charges	0	0	0	0
2211322 Binding of Records	0	0	0	0
2211300 Other Operating Expenses	1,711,900.00	0	25,201,955.20	0
2210000 Goods and Services	135,734,868.60	0	163,338,659.80	0
2220101 Maintenance Expenses - Motor Vehicles	1,352,857.55	0	3,431,145.30	0
2220100 Routine Maintenance - Vehicles	1,352,857.55	0	3,431,145.30	0
2220202 Maintenance of Office Furniture and Equipment	19,500.00	0	84,152.00	0
2220210 Maintenance of Computers, Software, and Networks	369,999.65	0	747,510.00	0
2220200 Routine Maintenance - Other Assets	389,499.65	0	831,662.00	0
2220000 Routine Maintenance	1,742,357.20	0	4,262,807.30	0
2710102 Gratuity - Civil Servants	7,500,000.00	0	7,500,000.00	0
2710100 Government Pension and Retirement Benefits	7,500,000.00	0	7,500,000.00	0
2710000 Social Security Benefits	7,500,000.00	0	7,500,000.00	0
3110302 Refurbishment of Non-Residential Buildings	0	0	1,193,280.00	0
3110300 Refurbishment of Buildings	0	0	1,193,280.00	0
3110701 Purchase of Motor Vehicles	12,489,000.00	0	11,170,000.00	0
3110704 Purchase of Bicycles and Motorcycles	0	0	232,000.00	0
3110700 Purchase of Vehicles and Other Transport Equipment	12,489,000.00	0	11,402,000.00	0
3111001 Purchase of Office Furniture and Fittings	0	0	2,187,970.00	0
3111002 Purchase of Computers, Printers and other IT Equipment	353,000.00	0	2,722,220.00	0
3111009 Purchase of other Office Equipment	283,000.00	0	2,706,453.00	0
3111000 Purchase of Office Furniture and General Equipment	636,000.00	0	7,616,643.00	0
3111401 Pre-feasibility, Feasibility and Appraisal Studies	0	0	0	0
3111400 Research, Feasibility Studies, Project Preparation and Design, Project Supervision	0	0	0	0
3110000 Acquisition of Fixed Capital Assets	13,125,000.00	0	20,211,923.00	0
6530101 Ministry HQ Recurrent Bank A/C	223,291.30	0	672	0
6530100 Recurrent Bank Accounts	223,291.30	0	672	0
6530000 Recurrent Bank Accounts	223,291.30	0	672	0
6540101 Ministry HQ Development Bank A	5,325,040.00	0	10,766,900.00	0
6540100 Development Bank Accounts	5,325,040.00	0	10,766,900.00	0

6540000 Development Bank Accounts	5,325,040.00	0	10,766,900.00	0
6550101 Ministry HQ Deposit Bank A/C	39,745,351.60	0	36,678,200.95	0
6550100 Deposit Bank Accounts	39,745,351.60	0	36,678,200.95	0
6550000 Deposit Bank Account	39,745,351.60	0	36,678,200.95	0
6580101 Cash	0	0	0	0
6580102 Cash at Hand - imprest	0	0	0	0
6580104 Cash in Transit	0	176,750.30	0	0
6580100 Cash in Hand	0	176,750.30	0	0
6580000 Cash in Hand	0	176,750.30	0	0
6710101 Staff Loans - General	0	0	0	0
6710103 Salary advance	0	0	0	0
6710100 Debtors & Advances - Employees	0	0	0	0
6710000 Domestic Debtors & Advances	0	0	0	0
6740101 Prepayment	0	0	0	0
6740102 R/D Cheques	3,097.75	0	0.5	0
6740100 Other Debtors & Pre-payments	3,097.75	0	0.5	0
6740000 Other Debtors & Pre-payments	3,097.75	0	0.5	0
6760101 Standing Imprests	0	0	0	0
6760103 Temporary Imprests	0	0	0	0
6760100 Imprests	0	0	0	0
6760000 Government Imprests	0	0	0	0
6780101 General Suspense A/C	0	0	0	0
6780111 Salary Advance Recovery	0	0	0	0
6780100 Suspense & Clearance Account	0	0	0	0
6780000 Suspense & Clearance Account	0	0	0	0
6790102 Receiving Inventory A/C	0	0	0	0
6790100 Other Current System A/cs	0	0	0	0
6790000 Other Current Assets (System r	0	0	0	0
7310101 General Deposits	0	39,745,351.60	0	36,678,200.95
7310103 Fuel Levy	0	0	0	0
7310100 General Deposits Items	0	39,745,351.60	0	36,678,200.95
7310000 Deposits	0	39,745,351.60	0	36,678,200.95
7320001 PAYE	0	0	0	0
7320002 NHIF	0	0	0	0
7320006 NSSF	0.00	0	0.00	0
7320007 Co-operatives	0	0.00	0	0.00
7320008 Insurances	0.00	0	0.00	0
7320012 Staff Welfare Associations	0	0	0	0
7320013 HELB Deductions	0	0	0	0
7320016 Mortgages	0	0	0	0
7320000 Other Liabilities	0.00	0.00	0.00	0.00
7320101 PAYE	0	0	0	0

7320102 NHIF		0	0	0	0
7320106 NSSF		0	0	0	0
7320107 Co-operatives		0	0	0	0
7320108 Insurances		0	0	0	0
7320112 Staff Welfare Associations		0	0	0	0
7320113 HELB Deductions		0	0	0	0
7320116 Mortgages / Bank Loans		0	0	0	0
7320120 Staff Contribution		0	0	0	0
7320199 Salary Control Account		0	0	0	0
7320100 Salary Deductions		0	0	0	0
7320201 Contractors Retention Money		0	0	0	0
7320203 Inter Bank Transfers		0	0	0	0
7320200 Other General Liabilities		0	0	0	0
7320000 Other Liabilities		0.00	0.00	0.00	0.00
7330101 Contractors Retention Money		0	0	0	0
7330100		0	0	0	0
7330000 Other General Liabilities		0	0	0	0
7350101 Inventory AP Accrual		0	0	0	0
7350103 AP Liabilities		0	0	0	0
7350100		0	0	0	0
7350000 Revolving Funds		0	0	0	0
7380101 General Withholding Tax		0	0	0	0
7380102 VAT Withholding		0	0	0	0
7380100		0	0	0	0
7380000 Withholding Taxes		0	0	0	0
7390101 Inventory AP Accrual		0	0	0	0
7390102 Expense AP Accrual		0	0	0	0
7390103 AP Liabilities		0	0	0	0
7390100 System Required Liabilities		0	0	0	0
7399999 Cash Clearing A/c		0	0	0	0
7399900		0	0	0	0
7390000 System Required Liabilities A/cs		0	0	0	0
9910101 Provision for Encumbrance		0	0	0	0
9910100 General Provisions		0	0	0	0
9910201 Exchequer Releases/ Provisioning Account		0	3,210,668,47 0.40	0	2,812,519,53 8.40
9910209 Remittances to Exchequer Miscellaneous Revenue	22,245,456.90	0	22,244,786.3 0	0	0
9910200 Exchequer Provisions	22,245,456.90	3,210,668,47 0.40	22,244,786.3 0	2,812,519,53 8.40	0
9910000 Provisions	22,245,456.90	3,210,668,47 0.40	22,244,786.3 0	2,812,519,53 8.40	0
9990101 Opening Balance Bank	0	18,235,418.0 0	0	18,235,418.0 0	0
9990100 Opening Balance Bank	0	18,235,418.0 0	0	18,235,418.0 0	0
9990401 Opening Balance - Deposits	2,546,040.00	0	2,546,040.00	0	0

9990400 Opening Balance - Deposits	2,546,040.00	0	2,546,040.00	0
9999998 Vote Control Account	6,482,286.55	0	6,482,286.55	0
9999999 Consolidated Fund	2,788,714,271.05	0	2,356,336,872.05	0
9999900	2,795,196,557.60	0	2,362,819,158.60	0
9990000 Opening Balance Reserves	2,797,742,597.60	18,235,418.00	2,365,365,198.60	18,235,418.00
<b>Total</b>	<b>3,274,226,374.05</b>	<b>3,274,226,374.05</b>	<b>2,872,833,541.10</b>	<b>2,872,833,541.10</b>

The Statement has been prepared, reviewed and approved by the following:

Prepared By: \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed By: \_\_\_\_\_ Date: \_\_\_\_\_

Approved By: \_\_\_\_\_ Date: \_\_\_\_\_

Printed on: 21-AUG-2023  
22:53 Printed By: BCHERUIYOT

Page 1 of 1



## NOTES TO THE FINANCIAL STATEMENTS

Entity: 2141-National Gender and Equality Commission

Current Period: JUL-22 To JUN-23

Compare With: JUL-21 To JUN-22

### 1 Tax Receipts

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Taxes on Income, Profits and Capital Gains	1110000	0.00	0.00
Taxes on Payroll and Workforce	1120000	0.00	0.00
Taxes on Property	1130000	0.00	0.00
Taxes on Goods and Services	1140000	0.00	0.00
Taxes on International Trade and Transactions	1150000	0.00	0.00
Other Taxes (not elsewhere classified)	1160000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

### 2 Social Security Contribution

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Health Insurance Contribution	1210100	0.00	0.00
NHIF Health Insurance Contributions	1210200	0.00	0.00
Contributions from Govt. Employees for Social & Welfare Schemes	1210300	0.00	0.00
<b>TOTAL</b>	1210400	<b>0.00</b>	<b>0.00</b>

### 3 Proceeds from Domestic and Foreign Grants

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Grants from Foreign Governments	1310000	0.00	0.00
Grants from International Organisations	1320000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

### 4 Exchequer releases

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Exchequer Releases/ Provisioning Account for Q1	9910201	100,540,362.35	76,422,387.85
Exchequer Releases/ Provisioning Account for Q2	9910201	112,821,068.60	120,854,006.65
Exchequer Releases/ Provisioning Account for Q3	9910201	108,811,900.50	78,909,171.65
Exchequer Releases/ Provisioning Account for Q4	9910201	75,975,600.55	156,192,503.50
<b>TOTAL</b>		<b>398,148,932.00</b>	<b>432,378,069.65</b>

### 5 Transfers from Other Government Entities

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Grants received by Central Govt from General Govt units	1330100	0.00	0.00
Grants Received from General Govt units by Local Authorities	1330200	0.00	0.00
Grants to Fund Accounts from Central Govt Budget	1330300	0.00	0.00
Grants to other General Govt units from General Govt units	1330400	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

### 6 Proceeds from Domestic Borrowings

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Borrowing within General Government	5110100	0.00	0.00
Borrowing from Monetary Authorities (Central Bank)	5110200	0.00	0.00
Other Domestic Depository Corporations (Commercial Banks)	5110300	0.00	0.00
Borrowing from Other Domestic Financial Institutions	5110400	0.00	0.00
Borrowing from Other Domestic Creditors	5110500	0.00	0.00
Domestic Currency and Deposit	5110600	0.00	0.00

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
TOTAL		0.00	0.00

7 Proceeds from Foreign Borrowings

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Foreign Borrowings - Drawdowns through Exchequer	5120100	0.00	0.00
Foreign Borrowing-Direct Payments	5120200	0.00	0.00
Foreign Currency and Foreign Deposits	5120300	0.00	0.00
Other Foreign Accounts Payable	5120400	0.00	0.00
TOTAL		0.00	0.00

8 Proceeds from Sales of Assets

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Receipts from the Sale of Buildings - Paid to Exchequer	3510100	0.00	0.00
Receipts from the Sale of Buildings	3510200	0.00	0.00
Receipts from sale of other st	3510300	0.00	0.00
Receipts from sale of other st	3510400	0.00	0.00
Receipts from the Sale of Vehicles and Transport Equipment - Paid to Exchequer	3510500	0.00	0.00
Receipts from the Sale of Vehicles and Transport Equipment	3510600	0.00	0.00
Receipts from the Sale of Plant Machinery and Equipment - Paid to Exchequer	3510700	0.00	0.00
Receipts from the Sale Plant Machinery and Equipment	3510800	0.00	0.00
Receipts from Sale of Certified Seeds and Breeding Stock - Paid to Exchequer	3510900	0.00	0.00
Receipts from Sale of Certified Seeds and Breeding Stock	3511000	0.00	0.00
Receipts from the Sale of Strategic Reserves Stocks	3520100	0.00	0.00
Receipts from the Sale of Other Inventories, Stocks, and Commodities	3520200	0.00	0.00
Receipts from the Sale of Inventories, Stocks and Commodities	3520300	0.00	0.00
Receipts from the Sale of Land	3540100	0.00	0.00
Receipts from the Sale of Other Naturally Occurring Non-Produced Assets	3540200	0.00	0.00
Receipts from the Sale of Intangible Non-Produced Assets	3540300	0.00	0.00
Receipts from the Sale of Non-Produced Assets Collected as AIA	3540400	0.00	0.00
Repayments from Loans to Government Agencies and Other Levels of Government	4510100	0.00	0.00
Loans to Non-Financial Public Enterprises	4510200	0.00	0.00
Loans to Financial Institutions	4510300	0.00	0.00
Repayments from Domestic Loans to Individuals and Households	4510400	0.00	0.00
Repayments from lending to Foreign Govts.	4520100	0.00	0.00
Repayments from lending to International Orgns.	4520200	0.00	0.00
Repayments from lending to Foreign Non - Financial Enters. & Financial Instns.	4520300	0.00	0.00
Repayments from Other Foreign Lending	4520400	0.00	0.00
Sales and Disposals of Equity Holdings in Domestic Public Non - Financial Enterprises	4530100	0.00	0.00
Sales and Disposals of Equity Holdings in Domestic Public Financial Institutions	4530200	0.00	0.00
Sales and Disposals of Other Equity Holdings	4530300	0.00	0.00
Sales and Disposals of Equity Holdings in Foreign Financial Instns. and Domestic Financial Instns. operating abroad	4530400	0.00	0.00
Sales and Disposals of Equity Holdings in Foreign Enters. Financial Instns. and Domestic Financial Instns. operating abroad	4530500	0.00	0.00
Redemption/ Disposal of Other Financial Assets	4530600	0.00	0.00
Refund of Bonds paid as Deposits for Guarantees	4530700	0.00	0.00
TOTAL		0.00	0.00

9 Reimbursements and Refunds

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs



Item Description	Item Code	Current Period	Previous Period
Refund from World Food Programme (WFP)	4540101	0.00	0.00
Reimbursement of Audit Fees	4540102	0.00	0.00
Reimbursement on Messing Charges (UNICEF)	4540103	0.00	0.00
Reimbursement from World Bank - ECD	4540104	0.00	0.00
Reimbursement from Individuals and Private Organizations	4540105	0.00	0.00
Reimbursement from Local Government Authorities	4540106	0.00	0.00
Reimbursement from Statutory Organizations	4540107	0.00	0.00
Reimbursement within Central Government	4540108	0.00	0.00
Reimbursement Using Bonds	4540109	0.00	0.00
Reimbursements and Refunds - Other (Budget)	4540199	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

#### 10 Returns of Equity Holdings

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Returns of Equity Holdings	4550000	0.00	0.00
Returns of Equity Holdings	4610000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

#### 11 Other Receipts

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Interest Received	1410100	0.00	0.00
Profits and Dividends	1410200	0.00	0.00
Withdrawals from Income of Quasi-corporations	1410300	0.00	0.00
Rents on land, houses and buildings	1410400	0.00	0.00
Other Property Income collected as AIA	1410500	0.00	0.00
	1415000	0.00	0.00
Sales of Market Establishment	1420100	0.00	0.00
Administrative Fees and Charges	1420200	0.00	0.00
Administrative Fees and Charges collected as AIA	1420300	0.00	0.00
Incidental Sales by Non-Market Establishments	1420400	0.00	0.00
Incidental Sales by Non-Market Establishments Collected as AIA	1420500	0.00	0.00
Receipts from Sale of Incidental Goods	1420600	0.00	0.00
Fines, Penalties, Forfeitures and other Charges	1430100	0.00	0.00
Current Grants from International NGOs paid through Exchequer	1440100	0.00	0.00
Capital Grants from International NGOs paid through Exchequer	1440200	0.00	0.00
Current Grants from International NGOs collected as AIA	1440300	0.00	0.00
Capital Grants from International NGOs collected as AIA	1440400	0.00	0.00
Other Voluntary Transfers for Current purposes	1440500	0.00	0.00
Other Voluntary Transfers for Capital purposes	1440600	0.00	0.00
Paid to Exchequer	1450100	0.00	0.00
Receipts Not Classified Elsewhere	1450200	0.00	0.00
	1510200	0.00	0.00
	1510300	0.00	0.00
	1520100	0.00	0.00
Business Permits	1520200	0.00	0.00
Cesses	1520300	0.00	0.00
Poll Rates	1520400	0.00	0.00
Plot Rents	1520500	0.00	0.00
Other Local Levies	1520600	0.00	0.00
Administrative Services Fees	1530100	0.00	0.00
Various Fees	1530200	0.00	0.00
Council'S Natural Resources Exploitation	1530300	0.00	0.00
Sales Of Council Assets	1530400	0.00	0.00
Lease / Rental Of Council'S Infrastructure Assets	1530500	0.00	0.00
Other Miscellaneous Revenues	1530600	0.00	0.00
Other Miscellaneous Revenues	1540100	0.00	0.00
Insurance Claims Recovery	1540200	0.00	0.00
Medium Term Loans (1-3 Yr Repayment)	1540300	0.00	0.00
Long Term Loans (Over 3 Yr Rpayment)	1540400	0.00	0.00
Transfers From Reserve Funds	1540500	0.00	0.00
Donations	1540600	0.00	0.00
Fund Raising Events	1540700	0.00	0.00
Other Revenues From Financial Assets Loan	1540800	0.00	0.00
	1541000	0.00	0.00
Market/Trade Centre Fee	1550100	0.00	0.00
Vehicle Parking Fees	1550200	0.00	0.00

Item Description	Item Code	Current Period	Previous Period
Housing	1560100	0.00	0.00
Social Premises Use Charges	1560200	0.00	0.00
School Fees	1570100	0.00	0.00
Other Education-Related Fees	1570200	0.00	0.00
Other Education Revenues	1570300	0.00	0.00
Public Health Services	1580100	0.00	0.00
Public Health Facilities Operations	1580200	0.00	0.00
Environment & Conservancy Administration	1580300	0.00	0.00
Slaughter Houses Administration	1580400	0.00	0.00
Water Supply Administration	1580500	0.00	0.00
Sewerage Administration	1580600	0.00	0.00
Other Health & Sanitation Revenues	1580700	0.00	0.00
Technical Services Fees	1590100	0.00	0.00
External Services Fees	1590200	0.00	0.00
	1930100	0.00	0.00
System Required Revenue A/cs	1990100	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

#### 12 Compensation of Employees

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Basic Salaries - Permanent Employees	2110100	148,652,646.00	139,206,435.45
Basic Wages - Temporary Employees	2110200	0.00	0.00
Personal Allowances paid as part of Salary	2110300	74,259,030.80	75,876,607.55
Personal Allowances paid as Reimbursements	2110400	0.00	0.00
Personal Allowances provided in Kind	2110500	0.00	0.00
Employer Contributions to Compulsory National Social Security Schemes	2120100	22,527,252.55	21,980,965.90
Employer Contributions to Compulsory Health Insurance Schemes	2120200	0.00	0.00
Social Benefit Schemes Outside Government	2120300	0.00	0.00
<b>TOTAL</b>		<b>245,438,929.35</b>	<b>237,064,008.90</b>

#### 13 Use of goods and Services

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Utilities, Supplies and Services	2210100	1,999,997.70	2,398,850.45
Communication, Supplies and Services	2210200	3,011,506.65	5,393,524.95
Domestic Travel and Subsistence, and Other Transportation Costs	2210300	25,578,274.80	18,226,618.50
Foreign Travel and Subsistence, and other transportation costs	2210400	16,416,068.90	6,000,000.00
Printing, Advertising and Information Supplies and Services	2210500	731,836.00	7,406,842.65
Rentals of Produced Assets	2210600	40,175,125.60	41,883,860.50
Training Expenses	2210700	5,594,310.00	9,042,763.00
Hospitality Supplies and Services	2210800	1,578,421.00	4,215,284.00
Insurance Costs	2210900	35,395,756.45	36,157,393.95
Specialised Materials and Supplies	2211000	0.00	192,000.00
Office and General Supplies and Services	2211100	24,660.00	3,465,320.50
Fuel Oil and Lubricants	2211200	3,517,011.50	3,753,246.10
Other Operating Expenses	2211300	1,711,900.00	25,201,955.20
Routine Maintenance - Vehicles	2220100	1,352,857.55	3,431,145.30
Routine Maintenance - Other Assets	2220200	389,499.65	831,662.00
Exchange Rate Losses	2230100	0.00	0.00
<b>TOTAL</b>		<b>137,477,225.80</b>	<b>167,601,467.10</b>

#### Subsidies

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Subsidies to Public Corporations	2510000	0.00	0.00
Subsidies to Private Enterprises	2520000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

#### Transfers to Other Government Units

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Current Grants to Government Agencies and other Levels of Government	2630100	0.00	0.00
Capital Grants to Government Agencies and other	2630200	0.00	0.00

Item Description	Item Code	Current Period	Previous Period
Levels of Government			
Other Current Transfers, Grants and Subsidies	2640400	0.00	0.00
Other Capital Grants and Trans	2640500	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

16 Other Grants and Transfers

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Grants and Transfers to Foreign Governments	2610100	0.00	0.00
Membership Fees and Dues and Subscriptions to International Organizations	2620100	0.00	0.00
Membership Fees and Dues and Subscriptions to International Organizations (Continued)	2620200	0.00	0.00
Scholarships and other Educational Benefits	2640100	0.00	0.00
Emergency Relief and Refugee Assistance	2640200	0.00	0.00
Grants to Small Businesses, Cooperatives, and Self Employed	2640300	0.00	0.00
	2649900	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

17 Social Security Benefits

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Government Pension and Retirement Benefits	2710100	7,500,000.00	7,500,000.00
Social Security Benefits	2710200	0.00	0.00
Employer Social Benefits	2710300	0.00	0.00
Refund of Pension to UK Government	2720100	0.00	0.00
Refund of Contributions to WCPS and other Ex-Gratia	2720200	0.00	0.00
<b>TOTAL</b>		<b>7,500,000.00</b>	<b>7,500,000.00</b>

18 Acquisition of Assets

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Purchase of Buildings	3110100	0.00	0.00
Construction of Building	3110200	0.00	0.00
Refurbishment of Buildings	3110300	0.00	1,193,280.00
Construction of Roads	3110400	0.00	0.00
Construction and Civil Works	3110500	0.00	0.00
Overhaul and Refurbishment of Construction and Civil Works	3110600	0.00	0.00
Purchase of Vehicles and Other Transport Equipment	3110700	12,489,000.00	11,402,000.00
Overhaul of Vehicles and Other Transport Equipment	3110800	0.00	0.00
Purchase of Household Furniture and Institutional Equipment	3110900	0.00	0.00
Purchase of Office Furniture and General Equipment	3111000	636,000.00	7,616,643.00
Purchase of Specialised Plant, Equipment and Machinery	3111100	0.00	0.00
Rehabilitation and Renovation of Plant, Machinery and Equipment	3111200	0.00	0.00
Purchase of Certified Seeds, Breeding Stock and Live Animals	3111300	0.00	0.00
Research, Feasibility Studies, Project Preparation and Design, Project Supervision	3111400	0.00	0.00
Rehabilitation of Civil Works	3111500	0.00	0.00
Purchase of Specialised Plant	3112200	0.00	0.00
Acquisition of Strategic Stocks	3120100	0.00	0.00
Acquisition of Other Inventori	3120200	0.00	0.00
Acquisition of Land	3130100	0.00	0.00
Acquisition of Other Intangible Assets	3130200	0.00	0.00
Domestic Lending and On-lending	4110000	0.00	0.00
Domestic Equity Participation	4120000	0.00	0.00
Other Domestic Accounts Receivable	4130000	0.00	0.00
Foreign Lending and On-Lending	4140000	0.00	0.00
Foreign Equity Participation	4150000	0.00	0.00
Other Foreign Accounts Receivable	4160000	0.00	0.00
<b>TOTAL</b>		<b>13,125,000.00</b>	<b>20,211,923.00</b>

19 Finance Costs, including Loan Interest

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs

Item Description	Item Code	Current Period	Previous Period
Interest Payments on Foreign Borrowing	2410100	0.00	0.00
Interest Payments on Guaranteed Debt	2410200	0.00	0.00
Interest on Domestic Borrowing	2420000	0.00	0.00
Interest on Borrowing From Other Government Units	2430000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

20 Repayment of Principal on Domestic and Foreign Borrowing

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Repayments on Borrowings from General Government	5510100	0.00	0.00
Repayments on Borrowings from Monetary Authorities (Central Bank)	5510200	0.00	0.00
Repayments on Borrowings from Other Domestic Depository Corporations (Commercial Banks)	5510300	0.00	0.00
Repayments on Borrowings from Other Domestic Financial Institutions	5510400	0.00	0.00
Repayments on Borrowings from Other Domestic Creditors	5510500	0.00	0.00
Principal Repayments on Foreign Borrowing	5510600	0.00	0.00
Principal Repayments on Guaranteed Debt Taken over by Government	5520000	0.00	0.00
Principal Repayments on Guaranteed Domestic Debt Taken over by Government	5520100	0.00	0.00
Principal Repayments on Guaranteed Foreign Debt Taken over by Government	5520200	0.00	0.00
Repayments on Borrowings from Other Domestic Creditors	5610000	0.00	0.00
Repayments on Borrowings from Other Domestic Creditors - Private Enterprises	5610500	0.00	0.00
	5620000	0.00	0.00
Repayments on Borrowings from Other Domestic Creditors - Public Enterprises	5620100	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

21 Other payments

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Budget Reserves	2810100	0.00	0.00
Civil Contingency Reserves	2810200	0.00	0.00
Capital Transfer to Non Financial Public Enterprises	2820100	0.00	0.00
Capital Transfer to Public Financial Institutions and Enterprises	2820200	0.00	0.00
Capital Transfer to Private Non-Financial Enterprises	2820300	0.00	0.00
System Required Expenses	2990100	0.00	0.00
	2999900	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

2A Bank Balances

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Special Accounts	6510000	0.00	0.00
Treasury Bank Accounts (Exchequer and CRF Accounts)	6520000	0.00	0.00
Recurrent Bank Accounts	6530000	49,638.75	672.00
Development Bank Accounts	6540000	5,325,040.00	10,766,900.00
Deposit Bank Account	6550000	39,745,351.60	36,678,200.95
Project Specific Bank Accounts	6570000	0.00	0.00
Foreign Currency and Foreign D	6590101	0.00	0.00
Foreign Currency and Foreign D	6590203	0.00	0.00
<b>TOTAL</b>		<b>45,120,030.35</b>	<b>47,445,772.95</b>

B Cash Balances

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Cash in Hand	6580000	0.00	0.00
Foreign Currency and Foreign D	6590201	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.00</b>

Accounts Receivables - Outstanding Imprest and Clearance Accounts

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Domestic Debtors & Advances	6710000	0.00	0.00
Debtors & Advances - Govt Owne	6720000	0.00	0.00
Foreign Debtors & Advances	6730000	0.00	0.00
Other Debtors & Pre-payments	6740000	0.00	0.50
Government Imprests	6760000	0.00	0.00
Agency Accounts	6770000	0.00	0.00
Suspense & Clearance Account	6780000	0.00	0.00
Other Current Assets (System r	6790000	0.00	0.00
<b>TOTAL</b>		<b>0.00</b>	<b>0.50</b>

#### 24. ACCOUNTS PAYABLE

Item Description	Item code	Current Period	Previous Period
		Kshs	Kshs
Withholding Taxes	7380000	0.00	0.00
Deposits	7310000	39,745,351.60	36,678,200.95
Other General Liabilities	7330000	0.00	0.00
System Required Liabilities A/cs	7390000	0.00	0.00
Other Liabilities	7320000	0.00	0.00
Revolving Funds	7350000	0.00	0.00
<b>TOTAL</b>		<b>39,745,351.60</b>	<b>36,678,200.95</b>

#### 25. FUND BALANCES BROUGHT FORWARD

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Opening Balance Bank	22A	47,445,772.95	24,839,253.50
Opening Balance Cash	22B	0.00	0.00
Opening Balance Receivables - Imprest and Clearance Accounts	23	0.50	337,974.00
Opening Balance - Deposits	24	(36,678,200.95)	(14,278,444.65)
<b>TOTAL</b>		<b>10,767,572.50</b>	<b>10,898,782.85</b>

#### 26. PRIOR YEAR ADJUSTMENTS

Item Description	Item Code	Current Period	Previous Period
		Kshs	Kshs
Exchequer Provisions	9910200	670.60	131,881.00
County Transfers	9910300	0.00	0.00
<b>TOTAL</b>		<b>670.60</b>	<b>131,881.00</b>

## CHAPTER FIVE

### 5.0 Challenges, Priority Areas and Recommendations

#### 5.1 Key challenges:

- a) Limited and unpredictable funding of gender equality, inclusion and freedom from discrimination-related programs. Gender equality and freedom from discrimination though considered critical in the realization of the 2030 Global Sustainable Development and Kenya's development agenda, is yet to receive the needed financial muscle. Since its established in 2012 and despite the huge mandate assigned to the NGECC, the Commission has been receiving an annual budget of less than 500 Million. To this end, the Commission is unable to fully and adequately deliver on its core functions.
- b) Lack of enforcement mechanisms for compliance with the minimum requirements for gender equality and inclusion. The penalties for noncompliance are too lenient and based on good will. In many jurisdictions, government agencies access their budget and grants upon submission of a certificate of clearance from equal opportunities oversight bodies (equivalent of the NGECC) stating that the agency has put adequate measures in their planning and budgeting tools to address inequalities and exclusions. If such a measure is introduced in Kenya, certainly many government agencies would comply with the requirements of inclusiveness.
- c) Limited establishment. The Commission has inadequate staff to handle high cases and issues of discrimination and inequalities. In programs, the Commission has a deficit of more than 70 staff. More specifically, the Commission has no investigators to help investigate violations of the right to equality and freedom from discrimination, it has no critical staff in research, monitoring and evaluation just to mention a few.
- d) Limited regional coverage of the issues affecting special interest groups. The Commission has six regional offices spread across the country and we propose to have a minimum of 10 regional offices to serve the most-in-need populations. Our constituents require us to take services to them and save them from travelling long distances to receive services in Nairobi. The coverage is way below the Constitutional threshold provided for under devolution and access to services. Article 6 (3) of the Constitution of Kenya 2010, provides that a national state organ shall ensure reasonable access to its services in all parts of the Republic.

#### 5.2 Recommendations

- a) The Government to consider increased financial support for the Commission directed at the full operationalization of the five regional offices and opening at least three more offices per year for the next two years. Additional resource for programming is necessary to enable the Commission to handle matters of equality and inclusion, particularly among vulnerable populations living in hard-to-reach areas. By this action, the Commission shall fulfil the provisions of Article 6(3) on devolution and access of services to special interest groups.
- b) The Parliament with the support of the National Treasury fully apply the provisions of Article 249 (3) of the Constitution of Kenya 2010, by allocating adequate funds to enable each commission and independent office to perform its functions. The NGECC requires funds to set up the basic infrastructure including transport, computers, increased institutional visibility, and regional offices in addition to resources to perform the core mandate with a focus on the hard-to-reach areas.
- c) The government to consider the amendment to the Public Finance Management Act, of 2012 and attendant documents to include provisions that require Ministries, Departments

and Agencies to obtain a gender and inclusion clearance from the National Gender and equality Commission that demonstrates that such agencies have planned for and budgeted for critical gender and inclusion interventions in their annual work plans.

- d) The Parliament to urgently consider and enact a law to give effect on Article 81b and Article 27 on not more than two-thirds gender rule, Article 100 on the greater representation of the special interest groups in Parliament, and enabling legislation to give effect to affirmation actions and programs envisioned in Article 56 of the Constitution of Kenya 2010 to ensure that minorities and marginalised groups a) participate and are represented in governance and other spheres of life; (b) are provided special opportunities in educational and economic fields; (c) are provided special opportunities for access to employment; (d) develop their cultural values, languages and practices; and (e) have reasonable access to water, health services and infrastructure.
- e) The County Governments, National Governments and the private sector to comply with the fundamental requirement in Article 54 of the Constitution of Kenya that obligates the State to ensure the progressive implementation of the principle that at least five per cent of the members of the public in elective and appointive bodies are persons with disabilities.
- f) To improve the levels of compliance with the principles of gender equality and inclusion, NGENC makes the following programmatic recommendations
- i. The government to consider increased investments in all strategies identified for the elimination of GBV and harmful cultural practices. These include investment in POLICARE, establishing an interoperable database on violence directed to women and girls, and in FGM programs involving men to reduce demand for female genital cutting
  - ii. The agencies involved in the protection of the rights of children to increase their investments and interventions aimed at expanding our partnerships and collaborations with the private sector and development of deliberate protection of girls from pregnancies, sexual exploitation, cybercrimes, radicalism and extremism, forced labour
  - iii. The government to continue expanding opportunities for promoting the rights of older persons through among others, social safety programs, put deliberate efforts to implement affirmative actions and programs directed to minority and marginalized groups including their participation in governance, and full implementation of Article 55 of the Constitution of Kenya to increase youth employability, access to relevant training and skill development opportunities, and protection from exploitation in employment and labour.

### **5.3 Priority areas**

- a) Intensify programming on elimination of discrimination and eradication of GBV at the community level and work place. This will include a focus on the obstetric violence directed at women and couples during child birth and pregnancy, increased levels of killings of young women and men by intimate partners, forced disappearance of women and girls, and violence directed at women and girls in institutions of higher learning. The program shall seek to promote the engagement of men and boys in women's empowerment and the elimination of GBV
- b) Participate and contribute to the formulation of a plausible framework for the realization of the not more than two third gender rule at the national Parliament. This will involve the formulation of a draft bill for consideration by the multi-stakeholders working groups, submission of thoughts and proposals to the National Dialogue Committee, public education and mobilization of the local communities to advocate for the realization of the not more than two-thirds gender rule at all levels.

- c) Facilitate the development of a framework for greater and meaningful involvement of PWDs and youth in anti-corruption programs. PWDs and youth are most affected by corruption and we acknowledge that they too have a significant contribution in building ethos and beliefs on integrity, equality and non-discrimination.
- d) Monitor the uptake and document inequalities in youth and women empowerment funds including the hustler fund and other affirmative action funds. The assessment will also focus on the net effect of taxation and its implications in closing the inequalities.
- e) Continue to audit the inclusion of SIGS including PWDs, youth, women, minority and marginalized groups in county government executive, assemblies, public services, nomination, and appointive positions. The audit will also be expanded to the private sector particularly companies that are publicly quoted in the Nairobi Securities Exchange
- f) Support technical and vocational education and training institutions to adopt and apply fundamental principles of equality and inclusion in among others, training, admission of students, recruitment, retention and promotion of staff, in the build infrastructure, industrial placement and internships, and in linkages to the job market and industry.
- g) Facilitate the development of a model child pregnancy management and control strategy for consideration by national and county governments
- h) Complete the audit of the uptake and effect of green energy among special interest groups including the uptake of solar lanterns, and improved cooking Jikos among others
- i) Full operationalization of the Commission rules and regulations to strengthen procedures for the conduct of investigations, and management of complaints. The program shall involve inaugural sittings of the Commission in 5 counties to hear and process complaints on equality and inclusion. The program will also entail the development of communications to promote the rules and regulations among the special interest groups, and the presentation of the rules in simple –easy-to-understand language, with the version in Swahili and braille formats.
- j) Building capacity of commissioners and technical staff on alternative dispute resolution approaches
- k) Expanding in the scope of interventions on universal access to public infrastructure. The Commission launched a pilot project on access to public transport in Nairobi and wishes to expand the coverage and reach to provide national and county governments with concrete recommendations for consideration in ensuring universal access to among others Bus Rapid Transit.
- l) Development of standard guidelines and attendant checklists to monitor the involvement of minority and marginalized groups in the national agenda and increased investment in programs seeking to protect the image and identify the marginalized communities in Kenya
- m) Undertake public interest litigation on key matters affecting SIGs in Kenya with a focus on discrimination of PWDs, women, youth, children, older members of society minorities and marginalized. The Commission will also invest in alternative dispute resolution mechanisms to resolve admissible complaints.
- n) Formulate the NGECE strategic plan 2025-2030



## THE COMMISSION

### Appendix 1: NGECE Leadership Profile



Dr. Joyce Mwikali  
Mutinda, PhD, EBS  
Commission Chairperson

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

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

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

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



Caroline Naikena  
Lentupuru, MBS, HSC  
Commissioner

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



Thomas Okoth Koyier EBS  
Commissioner

Thomas Okoth Koyier is currently serving as a Commissioner having been appointed by His Excellency the President as a Member of the National Gender and Equality Commission (NGEC) on 22nd December 2021 as per the Kenya Gazette Notice No 14017m dated 21st December 2021. Commissioner Thomas Okoth Koyier holds a Master's Degree in Business Administration from Southern Oregon University, Ashland, Oregon, U.S.A. and a Bachelor's Degree from Central Washington University in Ellensburg, U.S.A. He has served as a Banker in the Financial Sector in the U.S.A. and Kenya as well as a Member of the Insurance Appeals Tribunal from the year 2019 to 2021 with the Insurance Regulatory Authority under the Ministry of Finance. He has also served as a Board Member for Biblia Sacco, Head of the Commerce Department at Daystar University and a Member of the University Council representing Senior Staff at the University. Before his appointment, Commissioner Koyier was a Lecturer at the School of Business and Economics at Daystar University



Dr. Joel Murithi Chomba,  
PhD, MBS  
Vice Commission  
Chairperson

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

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



Dr. Margaret Karungaru  
Commissioner

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



Betty Sungura, MBS  
Commission Secretary/Ceo

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

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

## Annex

### Annex 2

Table 1: Institutions that reported on gender mainstreaming in the financial year 2022/2023

Serial No	Institutions
<b>MINISTRIES/STATE DEPARTMENTS</b>	
1.	State House
2.	Office of the Deputy President
3.	Ministry of Interior and National Administration
4.	The National Treasury and Economic Planning
5.	Ministry of Foreign and Diaspora Affairs
6.	State Department for Gender and Affirmative Action
7.	Ministry of Health
8.	Ministry of Education
9.	Ministry of Agriculture and Livestock Development
10.	Ministry of Youth Affairs, Sports and the Arts
11.	Ministry of Environment, Climate Change and Forestry
12.	Ministry of Water, Sanitation and Irrigation
13.	Ministry of Energy and Petroleum
14.	State Department for the Blue Economy
15.	Office of the Attorney General and Department of Justice
16.	State Department for Public Service
17.	Ministry of Devolution
18.	State Department for Wildlife
19.	State Department for Broadcasting and Telecommunications
20.	State Department For East African Community
21.	State Department For Basic Education
22.	State Department for Higher Education and research
23.	State Department of Land and Physical Planning
24.	State Department for Correctional Services
25.	State Department for Public Works
26.	Ministry of Defence
27.	State Department for ICT and The Digital Economy
28.	State Department for Irrigation
29.	State Department for Vocational and Technical Training
30.	State Department for Labour and Skills Development
<b>STATE CORPORATIONS</b>	
31.	Agricultural Development Corporation
32.	Agricultural Finance Corporation
33.	Agriculture and Food Authority

34.	Agro-Chemical and Food Company Limited
35.	Anti-Counterfeit Authority
36.	Anti-Doping Agency of Kenya
37.	Athi Water Works Development Agency
38.	Biosafety Appeals Board
39.	Bomas of Kenya
40.	Business Registration Service
41.	Central Rift Valley Water Works Development Agency
42.	Centre for Mathematics, Science & Technology Education in Africa
43.	Chemelil Sugar Company
44.	Coast Development Authority
45.	Coast Water Works Development Agency
46.	Commission for University Education
47.	Commodities Fund
48.	Communications Authority of Kenya
49.	Competition Authority of Kenya
50.	Council for Legal Education
51.	East African Portland Cement Co. Ltd
52.	Energy and Petroleum Regulatory Authority
53.	Engineers Board of Kenya
54.	Ewaso Ngiro North Development Authority
55.	Ewaso Ngiro South Development Authority
56.	Export Processing Zones Authority
57.	Fish Levy Trust Fund
58.	Geothermal Development Company
59.	Higher Education Loans Board
60.	Huduma Centres/ Huduma Kenya Secretariat
61.	Human Resource Management Professional Examination Board
62.	Hydrologists Registration Board
63.	ICT Authority
64.	Insurance Regulatory Authority
65.	Jomo Kenyatta Foundation
66.	Kenya Academy of Sports
67.	Kenya Accountants and Secretaries National Examination Board (KASNEB)
68.	Kenya Agricultural and Livestock Research Organization (KALRO)
69.	Kenya Airports Authority
70.	Kenya Animal Genetic Resources Centre
71.	Kenya Bureau of Standards
72.	Kenya Civil Aviation Authority
73.	Kenya Copyright Board
74.	Kenya Dairy Board

75.	Kenya Deposit Insurance Corporation
76.	Kenya Electricity Generating Company Limited
77.	Kenya Electricity Transmission Company Limited
78.	Kenya Export Promotion and Branding Agency
79.	Kenya Film Classification Board
80.	Kenya Film Commission
81.	Kenya Fish Marketing Authority
82.	Kenya Fisheries Service
83.	Kenya Forest Service
84.	Kenya Forestry Research Institute
85.	Kenya Industrial Estates Limited
86.	Kenya Industrial Property Institute (KIPI)
87.	Kenya Industrial Research and Development Institute (KIRDI)
88.	Kenya Institute for Curriculum Development
89.	Kenya Institute for Public Policy Research and Analysis
90.	Kenya Institute for the Blind
91.	Kenya Investment Authority
92.	Kenya Law Reform Commission
93.	Kenya Leather Development Council
94.	Kenya Literature Bureau
95.	Kenya Marine and Fisheries Research Institute
96.	Kenya Maritime Authority
97.	Kenya Medical Practitioners and Dentist Council
98.	Kenya Medical Research Institute (KEMRI)
99.	Kenya Medical Training College (KMTC)
100.	Kenya National Accreditation Services (KENAS)
101.	Kenya National Bureau of Statistics
102.	Kenya National Commission for UNESCO
103.	Kenya National Highways Authority
104.	Kenya National Innovation Agency
105.	Kenya National Library Services Board
106.	Kenya National Qualifications Authority
107.	Kenya National Shipping Line Limited
108.	Kenya National Trading Corporation
109.	Kenya Pipeline Company
110.	Kenya Plant Health Inspectorate Services (KEPHIS)
111.	Kenya Ports Authority
112.	Kenya Post Office Savings Bank
113.	Kenya Power and Lighting Company Limited
114.	Kenya Pyrethrum Board
115.	Kenya Railways Corporation

116.	Kenya Reinsurance Corporation Ltd
117.	Kenya Revenue Authority
118.	Kenya Roads Board
119.	Kenya Rural Roads Authority
120.	Kenya School of Government
121.	Kenya School of Law
122.	Kenya School of TVET
123.	Kenya Seed Company
124.	Kenya Space Agency
125.	Kenya Tourism Board
126.	Kenya Trade Network Agency
127.	Kenya Tsetse and Trypanosomiasis Eradication Council
128.	Kenya Universities and Colleges Central Placement Service
129.	Kenya Urban Roads Authority
130.	Kenya Utalii College
131.	Kenya Veterinary Board
132.	Kenya Veterinary Vaccine Production Institute
133.	Kenya Vision 2030 Board
134.	Kenya Water Institute
135.	Kenya Wildlife Research and Training Institute
136.	Kenya Wildlife Service
137.	Kenya Year Book Editorial Board
138.	Kenyatta International Convention Centre
139.	Kenyatta National Hospital
140.	Kenyatta University Teaching, Referral and Research Hospital
141.	Kerio Valley Development Authority
142.	Konza Technopolis Development Authority
143.	Lake Basin Development Authority
144.	Lake Victoria North Water Works Development Agency
145.	Lake Victoria South Water Works Development Agency
146.	Lapsset Corridor Development Authority
147.	Local Authorities Provident Fund
148.	Media Council of Kenya
149.	Micro and Small Enterprise Authority
150.	Moi Teaching and Referral Hospital
151.	Nairobi Centre for International Arbitration
152.	National Authority for the Campaign Against Alcohol and Drug Abuse (NACADA)
153.	National Biosafety Authority
154.	National Cereals and Produce Board
155.	National Commission for Science, Technology and Innovation
156.	National Construction Authority

157.	National Council for Children's Services
158.	National Council for Law Reporting
159.	National Council for Nomadic Education in Kenya
160.	National Council for Persons with Disabilities
161.	National Council for Population and Development
162.	National Crime Research Centre
163.	National Drought Management Authority
164.	National Employment Authority
165.	National Environment Management Authority
166.	National Environment Trust Fund
167.	National Government Affirmative Action Fund
168.	National Government Constituency Development Fund
169.	National Health Insurance Fund (NHIF)
170.	National Housing Corporation
171.	National Industrial Training Authority
172.	National Irrigation Authority
173.	National Museums of Kenya
174.	National Oil Corporation of Kenya
175.	National Research Fund
176.	National Social Security Fund
177.	National Syndemic Diseases Control Council (Previously National Aids Control Council)
178.	National Transport and Safety Authority
179.	National Water Harvesting and Storage Authority
180.	National Youth Council
181.	National Youth Service
182.	Non-Governmental Organizations Coordination Board
183.	North Rift Valley Water Works Development Agency
184.	Northern Water Works Development Agency
185.	Nuclear Power and Energy Agency
186.	Numerical Machining Complex Limited (NMC)
187.	Nursing Council of Kenya
188.	Nyayo Tea Zones Development Corporation
189.	Nzoia Sugar Company
190.	Pest Control Products Board
191.	Policy Holders Compensation Fund
192.	Postal Corporation of Kenya
193.	Privatization Commission
194.	Public Procurement Regulatory Authority
195.	Pyrethrum Processing Company of Kenya Limited
196.	Regional Centre on Ground Water Resources Education, Training and Research



197.	Retirement Benefits Authority
198.	Rural Electrification and Renewable Energy
199.	School Equipment Production Unit
200.	South Nyanza Sugar Company Limited
201.	Special Economic Zones Authority
202.	Sports Kenya
203.	Tana and Athi Rivers Development Authority (TARDA)
204.	Tana Water Works Development Agency
205.	Tanathi Water Works Development Agency
206.	Tea Board of Kenya
207.	Tea Research Institute
208.	Technical and Vocational Education and Training Authority
209.	Tourism Fund
210.	Tourism Regulatory Authority
211.	Unclaimed Financial Assets Authority
212.	Universities Funding Board
213.	University of Nairobi Enterprises
214.	Veterinary Medicines Directorate
215.	Water Resources Authority
216.	Water Services Regulatory Board
217.	Youth Enterprise Development Fund Board
<b>PUBLIC UNIVERSITIES</b>	
218.	Bomet University College
219.	Chuka University
220.	Co-operative University of Kenya
221.	Dedan Kimathi University of Technology
222.	Egerton University
223.	Garissa University
224.	Jaramogi Oginga Odinga University of Science and Technology
225.	Jomo Kenyatta University of Agriculture and Technology
226.	Kaimosi Friends University College
227.	Karatina University
228.	Kenyatta University
229.	Kibabii University
230.	Kirinyaga University
231.	Kisii University
232.	Koitalel Arap Samoei University College
233.	Laikipia University
234.	Maasai Mara University
235.	Machakos University
236.	Mama Ngina University College

237.	Maseno University
238.	Masinde Muliro University of Science and Technology
239.	Meru University of Science and Technology
240.	Moi University
241.	Multimedia University
242.	Muranga University of Technology
243.	Pwani University
244.	Rongo University
245.	South Eastern Kenya University
246.	Taita Taveta University
247.	Technical University of Kenya
248.	Technical University of Mombasa
249.	Tharaka University
250.	Tom Mboya University
251.	University of Eldoret
252.	University of Embu
253.	University of Kabianga
254.	University of Nairobi
<b>TERTIARY INSTITUTIONS</b>	
255.	Ahmed Shahame Mwidani Technical Training Institute
256.	Aldai Technical Training Institute
257.	Awendo Technical and Vocational College
258.	Bandari Maritime Academy
259.	Baringo Technical College
260.	Belgut Technical Training Institute
261.	Bondo Technical Training Institute
262.	Borabu Technical Vocational Institute
263.	Bukura Agricultural College
264.	Bumbe Technical Training Institute
265.	Bungoma North Technical and Vocational College
266.	Bunyala Training and Vocational College
267.	Bureti Technical Training Institute
268.	Bushiangala Technical Training Institute
269.	Butere Technical and Vocational College
270.	Chamasiri Training and Vocational College
271.	Coast Institute of Technology
272.	David Mbiti Wambuli Technical and Vocational College
273.	Dr. Daniel Wako Murende Technical and Vocational College
274.	Ebukanga Technical and Vocational College
275.	Ekerubo Getai Technical Training Institute
276.	Eldama Ravine Technical and Vocational College

277.	Eldoret National Polytechnic
278.	Emining Technical Training Institute
279.	Emsos Technical and vocational college
280.	Emurua Dikirr Technical and Vocational Centre
281.	Endebess Technical and Training Institution
282.	Friends College Kaimosi
283.	Gatanga Technical and Technical College
284.	Godoma Technical Training Institute
285.	Ikutha Technical and Vocational College
286.	Kabete National Polytechnic
287.	Kagumo Teachers Training College
288.	Kaiboi Technical Training Institute
289.	Kajiado West Technical and Vocational College
290.	Kakrao Technical And Vocational College
291.	Kaloleni Technical and Vocational College
292.	Kapcherop Training and Vocational College
293.	Karen Technical Training Institute for the Deaf
294.	Karumo Technical Training Institute
295.	Kasarani Technical and Vocational College
296.	Katine Technical Training Institute
297.	Kendege Technical and Vocational College
298.	Kenya Coast National Polytechnic
299.	Kenya Technical Trainers' College
300.	Kericho Township Technical And Vocational College
301.	Keroka Technical Training Institute
302.	Kiambu Institute of Science and Technology
303.	Kiirua Technical Training Institute
304.	Kimasian Technical and Vocational College
305.	Kiminini Technical and Vocational College
306.	Kipipiri Technical and Vocational College
307.	Kipkabus Technical and Vocational College
308.	Kisii National Polytechnic
309.	Kisiwa Technical Training Institute
310.	Kisumu Polytechnic
311.	Kitale National Polytechnic
312.	Kitutu Masaba Technical and Vocational College
313.	Konoin Technical Training Institute
314.	Koshin Technical Training Institute
315.	Laikipia East Technical and Vocational College
316.	Laikipia North Technical and Vocational College
317.	Laisamis Technical Training Institute

318.	Lugari Diploma Teachers Training College
319.	Maasai Mara Technical and Vocational College
320.	Mabera Training and Vocational College
321.	Machakos Technical Institute for the Blind
322.	Masai Technical Training Institute
323.	Masinga Technical and Vocational College
324.	Mathenge Technical Training Institute
325.	Mathioya Technical and Vocational Institute
326.	Matili Technical Training Institute
327.	Mawego Technical Training Institute
328.	Meru National Polytechnic
329.	Michuki Technical
330.	Mitunguu Technical Training Institution
331.	Mukiria Technical Training Institute
332.	Mukurwe-ini Technical Training Institute
333.	Mumias West Technical Training Institute
334.	Musakasa Technical Training Institute
335.	Nachu Technical and Vocational College
336.	Nairobi Technical Training Institute
337.	Navakholo Technical and Vocational College
338.	Ndia Technical and Vocational College
339.	North Eastern National Polytechnic
340.	Nuu Technical and Vocational College
341.	Nyandarua National Polytechnic
342.	Nyeri National Polytechnic
343.	Okame Technical and Vocational College
344.	Ol'Lessos Technical Technical Institute
345.	PC Kinyanjui Technical Training Institute
346.	Rachuonyo Technical and Vocational College
347.	Ramogi Institute of Advanced Technology
348.	Rangwe Technical and Vocational College
349.	Riatirimba Training and Vocational College
350.	Rift Valley Institute of Science & Technology
351.	Rift Valley Technical Training Institute
352.	Riragia Technical and Vocational College
353.	Runyenjes Technical and Vocational College
354.	Sabatia Technical and Vocational College
355.	Samburu Technical and Vocational College
356.	Sangalo Institute of Science and Technology
357.	Seme Technical and Vocational College
358.	Siala Technical Training Institute

359.	Siaya Institute of Technology
360.	Sigalagala Technical Training Institute
361.	Sikri Technical and Vocational College for the Blind and Deaf
362.	Sirisia Technical and Vocational College
363.	Siruti Technical and Vocational College
364.	Sot Technical Training Institute
365.	Sotik Technical Training Institute
366.	St Joseph's Technical Training Institute for the Deaf
367.	St.Paul's Kibabii Diploma Teachers' Training College
368.	Taveta Technical and Vocational College
369.	Tharaka Technical and Vocational College
370.	Thika Technical Training Insitute
371.	Tigania East Technical and Vocational College
372.	Tindiret Technical and Vocational College
373.	Tseikuru Technical Training institute
374.	Ugenya Training and Vocational Institute
375.	Wanga Technical and Vocational College
376.	Webuye West Technical and Vocational College
377.	Weru Technical and Vocational College
378.	Wote Technical Training Institute
379.	SEMI-AUTONOMOUS GOVERNMENT AGENCIES
380.	Anti-Female Genital Mutilation Board
381.	Kenya Institute of Mass Communication (KIMC)
382.	Kenya Institute of Special Education (KISE)
383.	Kenya Education Management Institute (KEMI)
384.	Kenya Cultural Centre
385.	New Kenya Co-operative Creameries
386.	New Kenya Planters Cooperative Union
387.	Sacco Societies Regulatory Authority (SASRA)
388.	Women Enterprise Fund
<b>OTHERS</b>	
389.	Teachers Service Commission
390.	Witness Protection Agency

Table 2: Institutions facilitated to align their workplace policies, action plans, and activities to the basic requirements of gender mainstreaming

<b>MINISTRIES AND DEPARTMENTS</b>	
1.	Ministry of Petroleum and Mining
2.	National Treasury

3.	State Department for East African Community
4.	State Department for Public Service
<b>STATE CORPORATIONS/ SEMI-AUTONOMOUS GOVERNMENT AGENCIES</b>	
5.	Agricultural and Food Authority
6.	Anti-Counterfeit Authority
7.	Athi Water Works Development Agency
8.	Export Processing Zones Authority
9.	Kenya Accountants and Secretaries National Examinations Board
10.	Kenya Accreditation Service
11.	Kenya Airports Authority
12.	Kenya Civil Aviation Authority
13.	Kenya National Shipping Line
14.	Kenya National Trading Corporation
15.	Kenya Roads Board
16.	Kenya Universities and Colleges Central Placement Services
17.	National Council for Law Reporting
18.	Water Services Regulatory Board
19.	New Kenya Cooperative Creameries Limited
20.	NGO's Coordination Board
21.	North Rift Valley Water Development Agency
22.	Retirement Benefits Authority
23.	Sports Kenya
24.	Unclaimed Financial Assets Authority
25.	Universities Fund Board
26.	Uwezo Fund secretariat
27.	Vision 2030 Delivery Secretariat
28.	Kenya Institute for Special Education
29.	Kenya Institute of Curriculum Development (KICD)
30.	Kenya Institute of Mass Communication
31.	Kenya National Highways Authority
32.	Kenya National Library Services
33.	Women Enterprise Fund
34.	Media Council of Kenya (MCK)
<b>TERTIARY INSTITUTIONS</b>	
35.	Emining Technical Training Institute
36.	Kabete National Polytechnic
37.	Karumo Technical Training Institute
38.	Nyandarua National Polytechnic
<b>PUBLIC UNIVERSITIES</b>	
39.	Masinde Muliro University of Science and Technology
40.	Technical University of Mombasa (TUM)

41.	Tharaka Nithi University
<b>COUNTIES</b>	
42.	County Government of Turkana
43.	County Government of Machakos
44.	County Government of Nandi
45.	County Government of West Pokot
46.	County Government of Baringo
47.	County Government of Elgeyo Marakwet
48.	County Government of Uasin Gishu
49.	County Government of Samburu

Table 3: Nairobi Securities Exchange Audit Report of the Board composition of the 58 listed companies disaggregated by sex

	NAME OF COMPANY	BOARD OF DIRECTORS		CEO	% OF FEMALE IN THE BOARD
		MALE	FEMALE		
1.	ABSA Bank Kenya	21	6	M	23%
2.	ARM Cement	8	2	M	20%
3.	BOC Kenya	5	3	F	37.5%
4.	Bamburi Cement	7	4	M	36%
5.	BK Group	3	2	F	40%
6.	Britam Kenya	5	3	M	37.5%
7.	BAT Kenya	7	4	M	36%
8.	Car and General (k)	7	1	M	12.5%
9.	Carbacid Investment	6	1	**	14%
10.	Centum Investment	6	4	M	40%
11.	CIC Insurance Group	7	1	M	12.5%
12.	Crown Paint Kenya	6	1	M	14%
13.	Diamond Trust Bank of Kenya	10	2	F	17%
14.	East Africa Brewery	7	4	M	36.4%
15.	East Africa Cables	7	2	M	22%
16.	East Africa Portland Cement	7	0	M	0%
17.	Eveready East Africa	3	2	M	40%
18.	Express Kenya	3	1	M	25%
19.	Flame Tree Group Holdings	4	1	M	20%
20.	HF GROUP	5	4	M	44%
21.	Home Africa	4	4	M	50%
22.	Homeboys Entertainment	2	1	M	33%
23.	I&M holdings	7	2	M	22%
24.	ILAM Fahari I-REIT	7	0	M	0%

25.	Jubilee Holdings	7	1	M	12.5%
26.	Kakuzi	8	0	M	0%
27.	Kapchorua Tea Kenya	7	0	M	0%
28.	KenGen company	11	4	F	27%
29.	Kenya Airways	8	2	M	20%
30.	Kenya Power and Lighting	9	3	F	25%
31.	Kenya Re-insurance Corporation	9	3	M	25%
32.	Liberty Kenya Holdings	5	3	M	37.5%
33.	Limuru Tea	4	2	F	33.3%
34.	Longhorn Publishers	6	3	M	33%
35.	Mumias Sugar Company	5	2	M	29%
36.	Nairobi Business Ventures	7	0	M	0%
37.	Nairobi Security Exchange	7	2	M	22%
38.	Nation Media Group	13	2	M	13%
39.	NCBA Group	9	1	F	10%
40.	Olympia Capital Holdings	4	0	M	0%
41.	Safaricom	8	5	M	38%
42.	Sameer Africa	4	2	M	33%
43.	Sanlam Kenya	6	3	M	33%
44.	Sasini	6	2	M	25%
45.	Standard Chartered Bank Kenya	6	6	M	50%
46.	Standard Group	7	2	M	22%
47.	Total Energy Marketing Kenya	8	2	M	20%
48.	TPS Eastern Africa	8	0	M	0%
49.	Transcentury	6	1	M	14%
50.	Uchumi Supermarket	10	0	M	0%
51.	Umeme	8	2	M	20%
52.	Unga Group	5	4	M	45%
53.	Williamson Tea Kenya	7	0	M	0%
54.	WPP Scan Group	7	4	F	36%
55.	Cooperative Bank of Kenya	22	4	M	15%
56.	Equity Group Holdings	6	4	M	40%
57.	Kenya Commercial Bank	5	5	M	50%
58.	Stanbic Holdings	5	4	M	44%
	<b>Total</b>	<b>407</b>	<b>133</b>		<b>25%</b>



Table 4: Complaints Received, Processed and/or Referred by the Commission, 2022-2023

SR/ NO	REF NO	GENDER/ SIG CATEGORY	AGE	SUMMARY OF COMPLAINT	REGION	STATUS AS OF JUNE 2023
1.	NGEC/47/2022	Male	41	Election nomination dispute	Kitui	Resolved
2.	NGEC/48/2022	Female	35	Voter registration	Vihiga	Closed
3.	NGEC/49/2022	Male	71	Exclusion & Discrimination	Marsabit	Ongoing
4.	NGEC/50/2022	Male minor	12	Child protection	Homabay	Resolved
5.	NGEC/51/2022	Female		Domestic violence	Nairobi	The matter referred to the Police
6.	NGEC/52/2022	Female minor	16	defilement	Kiambu	Matter in court
7.	NGEC/53/2022	Female	80	Elder Abuse	Nyeri	The matter referred to the county social protection office
8.	NGEC/55/2022	Female	36	Rape	Nairobi	File closed by ODPP
9.	NGEC/56/2022	female	50	Succession matter	Muranga	The matter referred to the court
10.	NGEC/57/2022	Female	30	Child custody	Nairobi	resolved
11.	NGEC/58/2022	Male	25	Election nomination dispute	Nairobi	Ongoing
12.	NGEC/59/2022	Male	45	Election nomination dispute	Kakamega	Ongoing
13.	NGEC/60/2022	male	27	Job search	Nakuru	closed
14.	NGEC/61/2022	Male	19	Job search	Nairobi	closed
15.	NGEC/62/2022	Male	33	Election nomination dispute	Kakamega	Ongoing
16.	NGEC/63/2022	Female PWD	26	Election nomination dispute	Mombasa	closed
17.	NGEC/64/2022	Male PWD	30	Election nomination dispute	Marsabit	Ongoing

18.	NGEC/65/2022	Male PWD	42	Election nomination dispute	Nairobi	Ongoing
19.	NGEC/66/2022	Female PWD	37	Election nomination dispute	Kisii	Ongoing
20.	NGEC/67/2022	Female	31	Election nomination dispute	Kisumu	Ongoing
21.	NGEC/68/2022	Female	40	Election nomination dispute	Nairobi	Ongoing
22.	NGEC/69/2022	Female PWD	47	Election nomination disputes	Nairobi	Ongoing
23.	NGEC/70/2022	Female PWD	40	Election nomination dispute	West Pokot	Ongoing
24.	NGEC/71/2022	Male PWD	40	Election nomination dispute	Nairobi	Ongoing
25.	NGEC/72/2022	Male PWD	31	Election nomination dispute	Kajiado	Ongoing
26.	NGEC/73/2022	Male PWD	42	Election nomination dispute	Turkana	Ongoing
27.	NGEC/74/2022	Male PWD	33	Election nomination dispute	Turkana	Ongoing
28.	NGEC/75/2022	Male PWD	42	Election nomination dispute	Makueni	Ongoing
29.	NGEC/76/2022	Male PWD	39	Job search	Nairobi	closed
30.	NGEC/77/2022	Male PWD	32	Election nomination dispute	Turkana	Ongoing
31.	NGEC/78/2022	Male PWD	52	Election nomination dispute	Trans Nzoia	Ongoing
32.	NGEC/79/2022	male	43	Election nomination dispute	Nakuru	Ongoing
33.	NGEC/80/2022	Female	41	Employment dispute	Kajiado	The matter referred to TSC
34.	NGEC/81/2022	Female	36	Unresponsiveness	Kiambu	Ongoing

35.	NGEC/82/2022	Male	42	Exclusion & Discrimination	Bungoma	ongoing
36.	NGEC/83/2022	Male	51	exclusion		awaiting
37.	NGEC/84/2022	Female	32	Land dispute	Kiambu	The matter referred to the court
38.	NGEC/85/2022	Female PWD	30	Discrimination	Nairobi	The matter referred to KEMSA
39.	NGEC/86/2022	Female	32	Land dispute	Malindi	The matter referred to the lands office
40.	NGEC/87/2022	Male	15	Child neglect	Malindi	The matter referred to the Malindi Children's office
41.	NGEC/88/2022	Female PWD	40	Election Nomination dispute	Mombasa	Ongoing
42.	NGEC/89/2022	Male PWD	44	Election Nomination dispute	Kwale	Ongoing
43.	NGEC/90/2022	Male PWD	50	Election Nomination dispute	Kilifi	Ongoing
44.	NGEC/91/2022	Male PWD	45	Election nomination dispute	Kilifi	Ongoing
45.	NGEC/93/2022	Female	44	Assault	Kitui	Matter in court
46.	NGEC/94/2022	Male PWD	92	Land dispute	Kitui	The matter referred to the Lands office
47.	NGEC/95/2022	Male	60	Child neglect	Kitui	The matter referred to the Children's office
48.	NGEC/96/2022	Female	42	Election nomination dispute	Bungoma	Matter in court
49.	NGEC/97/2022	Female	57	Land dispute	Kitui	Court case concluded
50.	NGEC/98/2022	Female	36	Domestic violence	Kiambu	Matter in court
51.	NGEC/99/2022	Female minor	17	Alleged defilement	Garissa	Matter in court

52.	NGEC/100/2022	Male minor	14	Alleged sodomy/defilement	Garissa	Matter at the Police station
53.	NGEC/101/2022	Male minor PWD	12	Discrimination	Garissa	Resolved
54.	NGEC/102/2022	Female elderly	62	Land dispute	Kisumu	Matter in court
55.	NGEC/103/2022	Female minor	17	Defilement	Bungoma	closed
56.	NGEC/104/2022	Male PWD	42	Election nomination dispute	Turkana	ongoing
57.	NGEC/105/2022	Female	28	Child maintenance	Nyahururu	The matter referred to the children's office
58.	NGEC/106/2022	Female minor	15	Child maintenance	Nyahururu	resolved
59.	NGEC/107/2022	Male PWD	44	Election nomination dispute	Bungoma	Matter in court
60.	NGEC/108/2022	Male	72	Land dispute	Elgeyo Marakwet	The matter referred to the National Lands Commission
61.	NGEC/109/2022	minors	13 & 12	Children in conflict with the law	Bungoma	Matter in court
62.	NGEC/110/2022	Group complaint	18 & above	mal administration	Kiambu	The matter referred to CAJ
63.	NGEC/111/2022	Male minority	41	Exclusion in county employment	Marsabit	ongoing
64.	NGEC/112/2022	Male elderly	72	Exclusion in county employment	Marsabit	ongoing
65.	NGEC/113/2022	Female	30	Rape	Kisumu	ongoing
66.	NGEC/114/2022	Male	46	unresponsiveness	Busia	Resolved
67.	NGEC/115/2022	Female	62	Land dispute	Kisumu	The matter referred to the police
68.	NGEC/116/2022	Female	36	Femicide	Meru	Matter in court
69.	NGEC/117/2022	Female	34	unresponsiveness	Kisumu	resolved
70.	NGEC/118/2022	Female	53	Matrimonial dispute	Kilifi	The matter referred to SDGF Malindi

71.	NGEC/119/2022	Female	41	Alleged Rape	Kilifi	The matter referred to ODP
72.	NGEC/120/2022	Male	48	Employment dispute	Malindi	The matter referred to the LSK legal aid clinic
73.	NGEC/121/2022	Female	39	Property dispute	Malindi	The matter referred to FIDA
74.	NGEC/120/2022	Male	65	Invasion of privacy	Garsen	Criminal Matter in Court
75.	NGEC/121/2022	Male	50	Assault	Malindi	Criminal matter in court
76.	NGEC/122/2022	Female	45	Murder	Malindi	Criminal matter in court
77.	NGEC/123/2022	Female	52	Land Dispute	Malindi	The matter referred to the Malindi Police Service
78.	NGEC/124/2022	Female	39	Assault	Malindi	The matter referred to Malindi Police station
79.	NGEC/125/2022	Male	25	Property dispute	Malindi	The matter referred to the Assistant county commissioner
80.	NGEC/126/2022	Female	48	Bank loan repayment	Kilifi	The matter referred to the first community bank
81.	NGEC/127/2022	Female minor	14	Child neglect	Malindi	The matter referred to the Malindi Children's Office
82.	NGEC/128/2022	Male	39	Invasion of privacy	Malindi	Matter in court
83.	NGEC/129/2022	Female	41	Assault	Malindi	Matter in court
84.	NGEC/130/2022	Female	18	Change of name on the identity card	Nakuru	The matter referred to the Civil Registration office
85.	NGEC/131/2022	Male PWD	34	Election nomination dispute	Narok	Matter in court

86.	NGEC/132/2022	Female	30	Domestic violence	Nakuru	The matter referred to the Police
87.	NGEC/133/2022	Female	26	Domestic violence	Nakuru	Matter n court
88.	NGEC/134/2022	Female minor	12	defilement	Garissa	Inquiry ongoing
89.	NGEC/135/2022	Female minor	16	Defilement	Garissa	The matter referred to the Police station
90.	NGEC/136/2022	Male minor	12	Sodomy	Garissa	The matter referred to the Police
91.	NGEC/137/2022	Female	28	Rape	Garissa	The matter referred to the Police
92.	NGEC/138/2022	Female	38	Domestic violence	Garissa	The matter referred to the Police
93.	NGEC/139/2022	Male	37	Asylum Seeker	Nairobi	The matter referred to UNCHR
94.	NGEC140/2022	male	22	Job Seeker	Naivasha	The matter referred to NITA
95.	NGEC/141/2022	Elderly Woman	66	Enquiry on succession	Migori	The matter referred to the National Lands Commission
96.	NGEC/142/2022	Female	42	Employment Dispute	Nairobi	The matter referred to the Ministry of Labour
97.	NGEC/143/2022	Male	47	Poor county physical planning	Isiolo	The matter referred to the County Manager
98.	NGEC/144/2022	Female	45	Discrimination	Nairobi	Ongoing
99.	NGE/145/2022	Elderly Male	70	Land dispute	Nairobi	Matter in court
100.	NGEC/146/2022	Male	19	Assault	Nairobi	The matter referred to the Police
101.	NGEC/147/2022	Male	60	Land dispute	Kiambu	Matter in court
102.	NGEC/148/2022	Male	45	Contract Breech	Kisumu	Resolved
103.	NGEC/149/2022	Male	23	Job seeker	Nakuru	The matter referred to NITA

104.	NGEC/150/2022	Female	18	Unresponsiveness	Kitui	ongoing
105.	NGEC/151/2022	Male PWD	23	Discrimination	Homabay	Ongoing
106.	NGEC/152/2022	Female	46	Matrimonial Property dispute	Isiolo	Matter in court
107.	NGEC/153/2022	Female	21	Discrimination	Nairobi	ongoing
108.	NGEC/154/2022	Female	22	Assault	Nairobi	The matter referred to the Police
109.	NGEC/155/2022	Male	46	Employment dispute	Mandera	Matter in court
110.	NGEC/156/2022	Male	22	Job seeker	Nakuru	Closed
111.	NGEC/1/2023	Male PWD	64	Contract breach	Kisumu	resolved
112.	NGEC/2/2023	Female	43	Unresponsiveness	Nairobi	Matter in court
113.	NGEC/3/2023	Male	45	discrimination	Nanyuki	ongoing
114.	NGEC/4/2023	Male	61	Employment dispute	Marsabit	ongoing
115.	NGEC/5/2023	female	45	Matrimonial property dispute	Nairobi	Commission statement issued
116.	NGEC/6/2023	Minor	14	defilement	Muranga	ongoing
117.	NGEC/7/2023	Male	40	Child abuse	Kisii	resolved
118.	NGEC/8/2023	Female	34	unresponsiveness	Kiambu	Matter in court
119.	NGEC/9/2023	Female	38	Child maintenance	Nairobi	Matter in court
120.	NGEC/10/2023	Female	20	Domestic violence	Nyeri	Enquiry
121.	NGEC/11/2023	Minor	13	Child abuse	Kisii	ongoing
122.	NGEC/12/2023	Female	56	Election nomination dispute	Muranga	Matter in court
123.	NGEC/13/2023	Female	60	Matrimonial property dispute	Isiolo	Matter in court
124.	NGEC/14/2023	Female	29	Gender-based violence/child maintenance	Kitui	The matter referred to the court
125.	NGEC/15/2023	Male PWD	55	Land Dispute	Kilifi	The matter referred to the National Lands Commission
126.	NGEC/16/2023	Male	40	Asylum seeker	Nairobi	The matter referred to UNCHR
127.	NGEC/17/2023	Male	41	Discrimination	Homabay	Inquiry ongoing

128.	NGEC/18/2023	Male	40	Lack of Public Cemetery	Wajir	The matter referred to the County Commissioner
129.	NGEC/19/2023	Female	21	Discrimination	Nandi	Inquiry ongoing
130.	NGEC/20/2023	Female	38	Domestic violence	Nairobi	Inquiry ongoing
131.	NGEC/21/2023	Female	50	Land dispute	Homabay	The matter referred to the Police station
132.	NGEC/22/2023	Male	37	Employment dispute	Embu	The matter referred to IEBC
133.	NGEC/23/2023	Female	41	Child neglect	Malindi	The matter referred to the children's office
134.	NGEC/24/2023	Female	24	Domestic violence	Malindi	Inquiry ongoing
135.	NGEC/25/2023	Female	10	defilement	Kitui	Inquiry ongoing
136.	NGEC/26/2023	Male	35	Assault	Kitui	Referred to IPOA
137.	NGEC/27/2023	Male	63	Work compensation	Kitui	Referred to LSK
138.	NGEC/28/2023	Male	63	Land dispute	Kitui	Referred to KETRACO
139.	NGEC/29/2023	Female	35	Child neglect	Kitui	Referred to children's services
140.	NGEC/30/2023	Male	17	Land dispute	Embu	Matter in court
141.	NGEC/31/2023	Female	16	Defilement	Garissa	Matter in court
142.	NGEC/32/2023	Female	24	Domestic violence	Garissa	Referred to the police station
143.	NGEC/33/2023	Female	16	Alleged rape	Garissa	Matter in court
144.	NGEC/34/2023	Female	11	Alleged defilement	Garissa	Matter in court
145.	NGEC/35/2023	Female	18	Alleged rape	Garissa	Matter in court
146.	NGEC/36/2023	Female	68	Land dispute	Siaya	Referred to county commissioner
147.	NGEC/37/2023	Female	32	Child maintenance	Nairobi	Matter in court
148.	NGEC/38/2023	Female	41	Land dispute	Kisii	Referred to Chief
149.	NGEC/39/2023	Female	21	SGBV	Nairobi	Referred to Police



150.	NGEC/40/2023	Female	32	Harassment	Nairobi	Referred to police
151.	NGEC/41/2023	Female	21	SGBV	Nairobi	Referred to Police
152.	NGEC/42/2023	KUSCO Board	other	Gender Inequality	Nairobi	Inquiry Ongoing
153.	NGEC/43/2023	Female	21	SGBV	Nairobi	Inquiry Ongoing
154.	NGEC/44/2023	Female	42	SGBV	Meru	Inquiry Ongoing
155.	NGEC/45/2023	Female	41	Child maintenance	Malindi	Matter in Court
156.	NGEC/46/2023	Female	43	Child maintenance	Malindi	Referred to Children's Department
157.	NGEC/47/2023	Female	52	Matrimonial Property Dispute	Nakuru	Inquiry ongoing
158.	NGEC/48/2023	Female	40	Matrimonial dispute	Nakuru	Referred to National Legal Aid Services
159.	NGEC/49/2023	Female	20	Rape	Garissa	Referred to Police station
160.	NGEC/50/2023	Female	14	Defilement	Garissa	Referred to Police
161.	NGEC/51/2023	Female	16	Defilement	Garissa	Referred to Police
162.	NGEC/52/2023	Female	34	Assault	Kitui	The matter referred to the Police

Table 5: Inventory of Court Cases; 2022/23

NO.	CASE NUMBER	PARTIES IN THE CASE	OVERVIEW OF THE CASE	STATUS
1.	Petition No. E002 of 2022	<p>David Matorongo, Esther Sanutia, Stanley Kitonee Ndiema, Cosmas Murunga and Melicah Chemutai Kipsuke – Petitioners.</p> <p>National Government Constituencies Development Fund Board – 1st Respondent</p> <p>National Government Constituencies Development Fund Committee – Mt. Elgon – 2nd Respondent.</p> <p>The Hon. Attorney General – 3rd Respondent</p> <p>National Gender and Equality Commission – Interested Party</p>	<p>The Petitioners seek the following orders in their Petition;</p> <p>(a) A declaration be and is hereby issued that the Respondents have violated the Petitioner’s right to access information that was crucial in the exercise and protection of their collective rights of the Ogiek/Ndorobo community living in Mt. Elgon Constituency by denying to supply information relating to NG-CDF funded projects in the 2017-2022 term.</p> <p>(b) A declaration be and is hereby issued that the 2nd Respondent’s failure to convene a public forum of the Ogiek/Ndorobo community since 2019 despite numerous requests violates Article 10 (2) (a) of the Constitution and Sections 3, 24 and 27 of the National Government Constituencies Development Fund Act, No. 30 of 2015.</p> <p>(c) A declaration be and is hereby issued that the 2nd Respondent’s deliberate failure to grant bursaries to primary and secondary schools in areas inhabited by members of the Ogiek/Ndorobo community violates their children’s right to basic education as guaranteed by Article 53 of the Constitution.</p> <p>(d) A declaration be and is hereby issued that the 2nd Respondent’s deliberate failure to grant development funds and bursaries to primary and secondary schools in areas inhabited by members of the Ogiek/Ndorobo community violates the principles of participation of the people, social justice, inclusiveness, non-discrimination and protection of the marginalised, transparency and accountability as set out in Articles 10, 21(1), 27, 56 and 201 (b) (iii) of the Constitution.</p> <p>(e) An order of disclosure compelling the 2nd Respondent to disclose all NG-CDF funded projects by category for the financial years 2017/18, 2018/19, 2019/20, 2020/21 and 2021/22 in Cheptais, Chepyuk, Chesikak, Elgon, Kapkateny and Kaptama wards in Mt. Elgon Constituency.</p> <p>(f) An order compelling the 2nd Respondent to hold at least one public forum with members of the Ogiek/Ndorobo community to receive their grievances in the manner of application and prioritization of NG-CDF projects and prioritization of projects targeting the Ogiek/Ndorobo community in the new term 2022-2027 and file a report with the court every twelve (12) months for the entire term.</p>	Case pending hearing and determination.

2.	Petition No. E291 of 2020	<p>Petition No E291 of 2020, Leina Konchellah &amp; Another v. Chief Justice and President of the Supreme Court of Kenya, The Attorney General, The Speaker of the National Assembly and The Speaker of the Senate (Consolidated with Petition Nos. E300 of 2020, E302 of 2020, E305 of 2020, E314 of 2020, E317 of 2020, E337 of 2020, 228 of 2020, 229 of 2020 and Judicial Review E1108 of 2020)</p> <p>NGEC is the 3rd Petitioner in Petition E337 of 2020 (Centre for Rights, Education and Awareness (CREAW), Community Advocacy and Awareness Trust (CRAWN TRUST) &amp; NGEC v. Attorney General, Speaker of the Senate &amp; Speaker of the National Assembly)</p>	<ul style="list-style-type: none"> <li>• The 10 cases were filed following an advisory by the then Chief Justice David Maraga to His Excellency the President to dissolve parliament for failure to meet the two-thirds gender principle as well as enact a law to implement the said principle in terms of Article 261 of the Constitution.</li> <li>• Some matters challenge the said advice while others are in support.</li> <li>• Justice W. Korir on 24th September 2021 issued conservatory orders in Petition E291 stopping the implementation of the Chief Justice's Advice.</li> <li>• The learned judge further directed that the file be forwarded to the Chief Justice to constitute a panel of judges to hear the petition. The Judge suo moto joined Margaret Toili, Fredrick Gichanga Mbugua'h, Stephen Awoko, John Wangai, Aoko Bernard, Hon. David Sudi and the Law Society of Kenya as 3rd to 8th Interested Parties.</li> <li>• Justices J. A. Makau and A. C. Murima on 29th September 2020 and 5th October 2020 in E300 of 2020 and E314 of 2020 respectively have similarly issued conservatory orders against the CJ's Advice and directed that the files be transmitted to the Chief Justice for purposes of constituting a bench to hear the matters.</li> <li>• On 14 October 2020, the Honourable Deputy Chief Justice Philomena Mwilu appointed a five-judge-bench comprising of Honourable Lady Justice Lydia Achode-Presiding, Honourable Lady Justice Pauline Nyamweya, Honourable Justice George Odunga, Honourable Justice James Makau and Honourable Justice Anthony Ndung'u to hear the cases.</li> <li>• The 2 houses of Parliament objected as to whether the Deputy Chief Justice had the power under the Constitution to empanel the bench.</li> <li>• The court dismissed the objection but the 2 houses appealed. On appeal, the Court of Appeal stayed the proceedings before the high court.</li> </ul>	<p>The case before the High Court stayed pending the outcome of the case before the Court of Appeal.</p> <p>The case before the Court of Appeal is pending a hearing.</p>
----	---------------------------	--	---	---

3.	Court of Appeal Civil Appeal No. E339 of 2021	National Assembly & Senate v. Chief Justice of the Republic of Kenya, Attorney General, Deputy Chief Justice – Interested Party	<ul style="list-style-type: none"> <li>• The National Assembly and Senate challenged the Deputy Chief Justice's action to appoint a bench of 5 to hear Petition No E291 of 2020, Leina Konchellah &amp; Another v. Chief Justice and President of the Supreme Court of Kenya, The Attorney General, The Speaker of the National Assembly and The Speaker of the Senate (Consolidated with Petition Nos. E300 of 2020, E302 of 2020, E305 of 2020, E314 of 2020, E317 of 2020, E337 of 2020, 228 of 2020, 229 of 2020 and Judicial Review E1108 of 2020)</li> <li>• In Civil Appeal No. E097 of 2021, the Court of Appeal on 28th May 2021 ordered a stay of proceedings and directed that the appeal be filed within 30 days and the matter be prioritized for hearing.</li> </ul>	Appeal pending hearing.
4.	MCSO 15 of 2021 Gichugu Magistrate's Court.	<p>The Republic v. John Kariuki Thiguku</p> <p>NGEC joined the matter watching brief for the complainant.</p>	<ul style="list-style-type: none"> <li>• The accused is accused of defiling a minor in December 2020.</li> <li>• The matter has been heard on several occasions and the victim has already given her evidence.</li> </ul> <p>The Accused person is in custody as he was unable to satisfy the bail and bond terms granted by the court.</p>	Hearing finalized. Case awaiting judgment and sentencing of the accused.
5.	Petition 605 of 2014	<ol style="list-style-type: none"> <li>1.SWK, 1st Petitioner</li> <li>2.PAK, 2nd Petitioner</li> <li>3.GWK, 3rd Petitioner</li> <li>4.AMM, 4th Petitioner</li> <li>5.Kenya Legal and Ethical Issues Network</li> <li>6.on HIV &amp; AIDS (KELIN), 5th Petitioner</li> <li>7.African Gender and Media Initiative Trust (GEM), 6th Petitioner</li> <li>8.Médecins Sans Frontières-France, 1st Respondent</li> <li>9.Pumwani Maternity Hospital, 2nd Respondent</li> <li>10.Maries Stopes International, 3rd Respondent</li> <li>11.County Executive Committee Member in Charge of Health Services–Nairobi County, 4th Respondent</li> <li>12.Cabinet Secretary, Ministry of Health, 5th Respondent</li> <li>13.The Hon. Attorney General, 6th Respondent</li> <li>14.National Gender and Equality Commission, amicus curiae</li> </ol>	<ul style="list-style-type: none"> <li>• This matter concerns the issue of forced and coerced sterilization of women living with HIV and AIDS and the violation of constitutional rights, especially sexual reproductive health rights</li> </ul>	The matter is pending Judgment on Notice.

6.	Petition 606 of 2014	<p>1.LAW, 1st Petitioner  2.Kenya Legal and Ethical Issues Network  3.on HIV &amp; AIDS (KELIN), 2nd Petitioner  4.African Gender and Media Initiative Trust (GEM), 3rd Petitioner  5.Marura Maternity &amp; Nursing Home, 1st Respondent  6.County Executive Committee Member in Charge of Health Services–Nairobi County, 2nd Respondent  7.Cabinet Secretary, Ministry of Health, 3rd Respondent  8.The Hon. Attorney General, 4th Respondent</p> <p>National Gender and Equality Commission, amicus curiae</p>	<ul style="list-style-type: none"> <li>• This matter concerns the issue of forced and coerced sterilization of women living with HIV and AIDS and the violation of constitutional rights, especially sexual reproductive health rights</li> </ul>	<p>Judgment delivered on 16th December 2022 by Hon. Justice AC Mrima.</p> <p>The learned judge ordered as follows;</p> <p>(g) The claims against the 3rd and 4th respondents are hereby dismissed.</p> <p>(h) A declaration hereby issued that it is the right of women living with HIV to have equal access to reproductive health rights, including the right to freely and voluntarily determine if, when and how often to bear children.</p> <p>(i) A declaration hereby issued that referral medical institutions (such institutions where patients are referred to for further medical attention) must obtain fresh informed consent from the patients for purposes of undertaking any medical operations except in cases of emergency.</p> <p>(j) A declaration hereby issued that the act of sterilization of the 1st petitioner herein by the 1st respondent by way of bilateral tubal ligation was undertaken without obtaining the 1st petitioner’s informed consent and as such it amounted to a violation of the 1st petitioner’s constitutional rights and fundamental freedoms under articles 27, 28, 43(1)(a) and 45 of the Constitution.</p> <p>(k) The 1st petitioner is hereby awarded compensation in the sum of Kshs 3,000,000/- (Kenya shillings three million only). Payment thereof shall be based on 70% against the 1st respondent and 30% against the 2nd respondent.</p>
----	----------------------	--	---	--

<p>7. Petition 266 of 2015, FIDA and others vs. Ministry of Health and others,</p>	<ol style="list-style-type: none"> <li>1. Federation of Women Lawyers (FIDA-Kenya), 1st Petitioner</li> <li>2. JMM through PKM (Suing as Guardian and next friend of JMM), 2nd Petitioner</li> <li>3. Ruth Mumbi Meshack, 3rd Petitioner</li> <li>4. Victoria Atieno Awour, 4th Petitioner</li> <li>5. The Attorney General, 1st Respondent</li> <li>6. The Cabinet Secretary Ministry Of Health, 2nd Respondent</li> <li>7. The Director of Medical Services, 3rd Respondent</li> <li>8. Kenya Christian Professionals Forum- Opposing Interested Party</li> <li>9. East Africa Centre for Law and Justice, Opposing Interested Party</li> <li>10. Catholic Doctors Association, Opposing Interested Party</li> <li>11. Rev. John Mbugua, Opposing Interested Party</li> <li>12. Nazlin Umar Rajput, Opposing Interested Party</li> <li>13. Article 19, Supporting Interested Party</li> <li>14. Physicians for Human Rights, Supporting Interested Party</li> <li>15. Women’s Link Worldwide, 1st Amicus Curiae</li> <li>16. Kenya National Commission on Human Rights, 2nd Amicus Curiae</li> <li>17. National Gender and Equality Commission, 3rd Amicus Curiae</li> </ol>	<ul style="list-style-type: none"> <li>• The matter concerns the actions of the Ministry of Health through the Director of medical services to withdraw the Standards and Guidelines for reducing morbidity and Mortality from Unsafe Abortion in Kenya largely addressing the issue of unsafe abortions as a main cause despite the Constitution permitting abortion if, in the opinion of a trained health professional, there is need for emergency treatment or the life or health the pregnant woman is in danger.</li> </ul>	<p>On June 12, 2019, a five-judge bench of the High Court of Kenya delivered a groundbreaking judgement in which it affirmed the spirit and letter of the Constitution.</p> <p>On all the issues raised, the Court found that:</p> <ol style="list-style-type: none"> <li>1. The withdrawal of the Standards and guidelines, the ban on training of health professionals on safe abortion and the use of Medabon, and the threat of penal sanctions against the health professionals by the Director of Medical Services were unlawful, illegal, arbitrary and unconstitutional and thus the standards and guidelines and the training curriculum continue to exist as if they were never withdrawn.</li> <li>2. The Constitution provides for a right to abortion where, in the opinion of a trained health professional there is a need for emergency treatment, or that the life or health (mental, psychological or physical) of the mother is in danger, or if permitted by any other written law.</li> <li>3. Abortion is permitted in Kenya if a pregnancy results from rape or defilement, and in the opinion of a trained health professional, it endangers the physical, mental and social well-being of a woman.</li> <li>4. The blanket prohibition of abortion under the Penal Code cannot stand because it is inconsistent with the provisions of the Constitution as well as the Sexual Offences Act.</li> <li>5. Kenya’s refusal to be bound by Article 14(2)(c) of the Maputo Protocol to the African Charter on Human and People’s Rights has no effect to the extent that those provisions of the Protocol mirror those in Article 26 (4) of the Constitution of Kenya, which is binding.</li> <li>6. Trained health professionals who are permitted by the Constitution to make an opinion that an abortion is necessary include nurses, clinical officers, and midwives in addition to doctors and specialist obstetrician gynaecologists.</li> <li>7. The court agreed with and adopted the World Health Organization’s definition of health to mean “a state of complete physical, mental and social well-being, and not only the absence of disease or infirmity.”</li> </ol> <p><b>THE COURT’S ORDERS:</b></p> <p>The Court made the following orders:</p> <ol style="list-style-type: none"> <li>1. By withdrawing the Standards</li> </ol>
--	--	--	---

				<p>and Guidelines and the training curriculum and by banning training and use of Medabon, the MOH violated and or threatened the right of women and adolescent girls of reproductive age to the highest attainable standard of health, right to non-discrimination, right to information, consumer rights, and right to benefit from scientific progress;</p> <p>2. By banning the training of health professionals and use of Medabon, the MOH violated and/or threatened the rights of health care professionals to information, freedom of expression and association, consumer rights, and right to benefit from scientific progress;</p> <p>3. That the acts of withdrawing the Standards and Guidelines and National Training Curriculum, the banning of training and use of Medabon were unlawful, illegal, arbitrary, unconstitutional, and were therefore void;</p> <p>4. That abortion is allowed in cases of emergency, to save the life or health of the mother, and as provided by any other written law. Abortion is also allowed in cases of rape or defilement if, in the opinion of a trained health professional, the pregnancy poses a danger to the life or the health of the mother.</p> <p>5. The government of Kenya should pay PKM a sum of Kshs 3,000,000 being compensation for the physical, psychological, emotional and mental anguish, stress, pain, suffering and death of JMM occasioned by the violation of JMM's constitutional rights</p> <p>An appeal was filed by Kenya Christian Professionals Forum who were dissatisfied with the judgment. It is pending a hearing and determination.</p>
8.	Petition No. 397 of 2017	<p>1. Centre for Rights Education and Awareness (CREAW), 1st Petitioner,</p> <p>2. Crown Trust, 2nd Petitioner,</p> <p>3. Speakers National Assembly and Senate, Respondents</p> <p>4. National Gender and Equality Commission, Amicus Curie</p>	<ul style="list-style-type: none"> <li>The matter concerns the 8th August 2017 elections where the two-thirds gender principle was expected in representation in the National Assembly and the Senate.</li> </ul>	<p>The matter consolidated with petition 401 of 2017.</p> <p>Petition 397 was withdrawn. Judgment on Notice for Petition 401 of 2017.</p>

9.	Petition 409 of 2017 NGEC v. IEBC	<ol style="list-style-type: none"> <li>1. The National Gender and Equality Commission, Petitioner</li> <li>2. Independent Electoral and Boundaries Commission, Respondent</li> </ol>	<ul style="list-style-type: none"> <li>• Matter challenging 2017 election nominations</li> </ul>	<p>The case was dismissed at the High Court.</p> <p>Appeal pending hearing.</p>
10.	Nakuru Petition 1 of 2019	<ol style="list-style-type: none"> <li>1. NGEC V.</li> <li>2. Majority Leader of the County Assembly of Nakuru</li> <li>3. Clerk of the County Assembly of Nakuru</li> <li>4. Speaker of the County Assembly of Nakuru</li> <li>5. Hon. Stanely Karanja</li> <li>6. Salaries and Remuneration Commission</li> <li>7. Jubilee Party</li> <li>8. Catherine Kamau</li> </ol>	<ul style="list-style-type: none"> <li>• The Petition is challenging the de-whipping of female nominated MCAs from committees and leadership of the same. It is also challenging the constitutionality of the SRC circular on mileage allowance for nominated MCAs.</li> </ul>	<p>Hearing finalized.</p> <p>The judgment was delivered on 29th July 2019.</p> <p>Notice of Appeal on behalf of the 1st to 4th Respondents lodged on 8th August 2019. The matter awaiting directions of the court.</p>
11.	Petition No. 74 of 2019	<ol style="list-style-type: none"> <li>1. Mohammed Arif Khan (suing on behalf of and the next friend of MK and RK (Minors))</li> <li>2. The Chairman of the Council of Kenyan Muslims</li> </ol> <p>Versus</p> <ol style="list-style-type: none"> <li>1. The Board of Directors Oshwal Academy Limited</li> <li>2. National Gender and Equality Commission</li> <li>3. Kenya National Commission on Human Rights</li> <li>4. The Cabinet Secretary, Ministry of Education</li> <li>5. The Honourable Attorney General</li> </ol>	<ul style="list-style-type: none"> <li>• The 1st Respondent formulated a school policy that prohibits “ritualistic prayers” in school yet Muslim students and their parents had requested the school to allow them to observe afternoon prayers. The policy also gave the school absolute discretion to decide the progression of pupils to the next level in school eg. From lower primary to upper primary</li> <li>• They consider the actions as a violation of their constitutional rights to religion and worship</li> </ul>	<p>Conservatory orders were issued on 29th March 2019.</p> <p>The matter is pending a hearing.</p>
12.	Nairobi Petition No. E211 of 2022	<p>Petition Consolidated with HCJR E071 of 2022, Cliff Marube Ombeta &amp; Another v. Independent Electoral and Boundaries Commission &amp; 10 others.</p> <p>NGEC joined as the 9th Interested Party</p>	<ul style="list-style-type: none"> <li>• The case challenged IEBC’s decision to reject political party nomination lists that were not compliant with the two-thirds gender principle in line with Petition No. 19 of 2017: Katiba Institute -vs- Independent Electoral and Boundaries Commission (the ‘Katiba case’)</li> <li>• In a Judgment delivered by Hon. A. C. Mrima on 13th June 2022, the court quashed the decision of IEBC paving the way for acceptance of nomination lists that did not comply with the two-thirds gender principle.</li> </ul>	<p>Case allowed.</p> <p>NGEC proffered an appeal to the Court of Appeal and is in the process of filing the same after the High Court supplied us with certified proceedings and Judgment.</p>



Table 6: Bills, Policies, and Administrative Instruments Reviewed in 2022/2023

S/NO	BILLS	County	National	Senate	others
1.	The Gambling Control Bill, 2020		√		
2.	The National Lottery Bill, 2019		√		
3.	The National Council on the Administrative of Justice Bill, 2023		√		
4.	The Intersex Persons Bill, 2023		√		
5.	The Kenya Drugs Authority bill, 2023		√		
6.	The Assisted Reproductive Technology Bill, 2022		√		
7.	The Regional Authorities Development Bill,2023		√		
8.	Persons with Disabilities Bill, 2023			√	√
9.	Kenya Sign Language Bill, 2023			√	√
10.	Equalization Fund (Administrative) Bills, 2023			√	√
11.	The Constitution of Kenya (Amendment) Bill, 2023			√	√
12.	Preservation of Human Dignity and Enforcement of Economic and Social Rights 2022			√	√
13.	Prompt payment Bill,2022			√	√
14.	Start-Up Bill,2022			√	
15.	Learners with Disability Bill, 2022			√	
16.	Geriatrics Bill, 2022		√		
17.	Statute Law (Miscellaneous Amendment) Bill 2022		√		
18.	IEBC Amendment Bill, 2022		√		
19.	The preservation of human Dignity and Enforcement of Economic & Social Rights Bill (2022)			√	
20.	The County Vocational Education and Training Bills No.3 of 2022			√	
21.	Garissa County Gender responsive Preventing and countering violent extremism(P/CVE) Action Plan on UNSCR 1325	√			
22.	Sports Act No. 25 of 2013	√			
23.	Sports, Arts, and Social Development Fund Regulations of 2018	√			
24.	Kwale County Sexual and Gender-Based Violence Protection Bill, 2022	√			
<b>POLICIES</b>					

25.	National Health Insurance Regulations 2023		√		
26.			√		
27.	National Gambling Policy 2023 by Presidential Task Force Task Force on the Establishment of a National Lottery		√		
28.			√		
29.	National Policy for Persons with Disabilities draft,2022		√		
30.	AFTCA Guiding Principles for negotiating the protocol on women and youth in trade(ongoing)		√		
31.	Development of NGENC whistle-blower policy (Ongoing), 2022		√		
32.	Convention on the Rights of Persons with Disability,2022				
33.	National Policy for Persons with Disabilities draft		√		
34.	NGEC Public Litigation Policy,2022		√		
35.	The Public Finance Management (Draft Financial Inclusion Fund) Regulations, 2022		√		
36.	Sentencing policy guidelines, 2016				√
37.	Insurance Act, Insurance Regulations, Insurance Guidelines and related insurance laws				√
38.	The National Training manual, guidelines, and implementation guide.				√
39.	Training and Curriculum Manual on Preventing Violent Extremism for Children Officers				√
40.	Sexual and Gender-Based Violence and Child Strategies for the Judiciary				√
41.	Child Protection in Emergency (CPiE) assessment tool		√		
42.	Youth Congress Strategic Plan 2022 - 2025.				√
43.	The Victim Protection (Trust Fund) Regulations 2021		√		
44.	The Ethics & Anti-Corruption Commission guidelines on handling complaints		√		
45.	Draft National Health Insurance Regulations 2023	√			
46.	Draft National Gambling Policy 2023 by Presidential Task Force on the Establishment of a National Lottery				√

47.	The Gender and Development Draft Policy for Kitui County, 2022	√			
48.	The Machakos Teacher Training College Fair draft gender mainstreaming policy 2022	√			
49.	Road map of the Kisumu County Gender Bill, 2022				√
50.	Kilifi Gender-Based Violence, 2021	√			
51.	The Dadaab Countering Violence Extremism (CVE) Action Plan (DAP), 2022	√			
52.	Kitui County Draft Fiscal Strategy Paper (2023-2024)	√			
53.	Kitui County Integrated Development Plan III (2022-2027)	√			
54.	Garissa County Finance Bill 2022-2023	√			
55.	Garissa County Social and Behavior Change Communication Strategy on Positive Parenting	√			
56.	Kwale County Sexual and Gender-Based Violence Protection Bill, 2022	√			
	Garissa County Gender Action Plan on prevention and countering violent extremism (P/CVE), 2022-2017				
	Isiolo County Gender Policy Action Plan, 2023				



**National Gender and Equality Commission**

1<sup>st</sup> Floor, Solution Tech Place,  
5 Longonot Road, Upper Hill, Nairobi  
P.O BOX 27512-00506 Nairobi, Kenya

Mobile: +254 (709)375100

Toll-Free: 0800720187

Website: [www.ngeckkenya.org](http://www.ngeckkenya.org)

Twitter: @NGECKENYA

Facebook: [www.facebook.com/NGECKKenya](http://www.facebook.com/NGECKKenya)

