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Global Compact Network Kenya and UN Women Kenya Launch Framework to Track Corporate Progress on Gender Equality

The Kenya Reporting and Accountability Framework will support businesses in translating commitments under the Women's Empowerment Principles into measurable action and impact.

NAIROBI, Kenya, 4 November 2026: Global Compact Network Kenya and UN Women Kenya today launched the **Kenya Reporting and Accountability Framework**, a first-of-its-kind, locally adapted framework designed to strengthen corporate measurement, reporting and accountability on gender equality and women's empowerment. The launch took place during the Women's Empowerment Principles (WEPs) Forum 2026, which brought together 200 participants in Nairobi.

The framework responds to a critical gap in tracking corporate progress on gender equality. While Kenyan companies are increasingly adopting gender-responsive policies and implementing women's empowerment initiatives, evidence of their collective impact remains fragmented across corporate reports, sustainability disclosures and individual programs.

Developed jointly by Global Compact Network Kenya and UN Women Kenya, the framework will enable businesses to document actions undertaken across the seven Women's Empowerment Principles, assess progress, identify persistent gaps and generate evidence to inform decision-making. It is designed to complement existing corporate sustainability reporting systems, positioning gender data as a strategic management resource rather than an additional compliance requirement.

Speaking at the launch, Ms. Judy Njino, Executive Director of Global Compact Network Kenya, emphasized the importance of moving beyond corporate commitments to demonstrate meaningful and measurable progress.

"What gets measured becomes visible. What becomes visible can be managed, improved and held accountable. Through our partnership with UN Women Kenya, we are taking an important step toward strengthening how businesses assess, track and communicate progress on their WEPs commitments," said Ms. Njino.

Highlighting the importance of evidence-based accountability, Ms. Njino cited data from the United Nations Global Compact's Communication on Progress (CoP), which shows disclosure on women's representation on boards and highest governance bodies among participating companies in Kenya increased from 23.8 percent in 2024 to 34 percent in 2025. However, women's representation in managerial positions has remained relatively unchanged at approximately 44 percent since 2023, underscoring the need for sustained leadership attention to translate policy commitments into broader institutional progress.

Ms Antonia N'Gabala-Sodonon, UN Women Kenya Country Representative, in opening remarks, underscored the importance of embedding gender equality reporting within corporate strategy and decision-making. She emphasized that meaningful reporting should enable businesses to assess the effectiveness of their interventions, identify areas requiring greater investment and institutionalize accountability as part of regular business practice.

In her keynote address, Dr. Purity Ngina, MBS, Commission Secretary and Chief Executive Officer of the National Gender and Equality Commission, emphasized the private sector's responsibility in advancing Kenya's gender equality agenda. With the private sector accounting for 70.6 percent of the country's wage bill, the keynote highlighted the considerable influence businesses have in shaping women's economic opportunities. It called for stronger leadership accountability and measurable outcomes in recruitment, remuneration, career progression and retention, supported by clear oversight at board and executive levels.

Held under the theme *From Commitment to Action: Measuring and Reporting Progress on Gender Equality and Women's Empowerment*, the Forum also provided a platform for private-sector leaders to examine progress in implementing the WEPs and share practical experiences in advancing inclusive business practices. Panel discussions, beneficiary Stories of Change, a practical demonstration of the reporting framework and interactive roundtables connected corporate commitments with their impact on women's professional and economic opportunities, while identifying practical pathways for strengthening measurement and accountability.

As part of the next steps, WEPs signatories were called upon to submit their reporting information within 30 days and institutionalize regular gender equality measurement and reporting. The findings will enable Global Compact Network Kenya and UN Women Kenya to develop a consolidated picture of corporate progress, identify emerging good practices and persistent gaps, and strengthen targeted technical support to accelerate meaningful action on gender equality across Kenya's private sector.

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About Global Compact Network Kenya

Global Compact Network Kenya is the country network of the United Nations Global Compact. As a special initiative of the UN Secretary-General, the vision of the UN Global Compact is clear: to mobilize business to transform sustainability ambition into action at the scale the world demands. With more than 25,000 participants and a presence in over 100 countries through 5 Regional Hubs and more than 70 Country Networks and expansion territories, the UN Global Compact is the world's largest corporate sustainability initiative.

About UN Women

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women works to accelerate progress on gender equality worldwide. In Kenya, its work spans governance and participation in public life, women's economic empowerment, ending violence against women and girls, and women, peace and security, humanitarian action and disaster risk reduction. Learn more: https://africa.unwomen.org

About the Women's Empowerment Principles (WEPs)

Established by the United Nations Global Compact and UN Women, the Women's Empowerment Principles are a set of seven Principles offering businesses practical guidance on advancing gender equality and women's empowerment in the workplace, marketplace and community. Signing the WEPs is free of charge. Learn more: https://www.weps.org

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