



Celebrating
25 *Years*
OF IMPACT

REFUGEE CONSORTIUM OF KENYA



ANNUAL REPORT

2024



Keeping Hope alive

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1. Message from the Chair of the Board



I am glad to present the 2024 Annual Report of the Refugee Consortium of Kenya (RCK), a reflection of our collective commitment to advancing the rights, dignity, and well-being of refugees, asylum-seekers, and host communities in Kenya. This was a year of resilience, innovation, and impact, as we continued to navigate complex socio-political and economic challenges while staying true to our mission of Keeping Hope alive for the displaced and host populations.

As we approach the milestone of celebrating 25 years of service in 2025, this report not only highlights our 2024 achievements but also underscores our unwavering dedication to creating a just and inclusive society where the displaced and host populations can thrive. Guided by our strategic pillars - Legal Aid and Governance, Mental Health and Psychosocial Support, Peace and Social Justice, and Women and Girls' Empowerment pillars- we have made significant strides in addressing the multifaceted needs of the communities we serve.

In 2024, our Legal Aid and Governance pillar remained a cornerstone of our work, providing critical legal assistance to 2,988 individuals, including refugees, asylum-seekers, and host community members. Through court and police station representation, immigration case support, and child custody interventions, we ensured that the rights of the most vulnerable were upheld. Our recruitment of 10 pro bono lawyers expanded access to justice in underserved regions, while our legal awareness campaigns empowered 4,286 individuals with knowledge of their rights. Additionally, our protection and detention monitoring schemes, supported by 31 monitors, ensured timely interventions for 2,414 persons of concern, safeguarding their rights and dignity.

Our Psychosocial Support program reached 2,003 individuals, offering counselling, therapy, and community-based support to address the psychological distress caused by displacement, trauma, and socio-economic challenges. Our recruitment and training of Community-Based Counsellors (CBCs) strengthened community resilience, while outreach sessions and radio talk shows amplified awareness of mental health issues. Notably, we observed a growing willingness among men to access counselling services, reflecting the trust and impact of our interventions.

Through peacebuilding activities, we engaged 3,488 beneficiaries, fostering social cohesion and conflict resolution in refugee-hosting areas. Youth exchange programs, community dialogues, and awareness campaigns promoted inclusivity and understanding, while the distribution of peace-themed materials amplified our message of unity. These efforts have laid the foundation for sustainable peace and social justice in communities often marked by tension and division.

In our efforts to ensure socio-economic inclusion for both displaced and host populations, creating an environment where they can thrive together, the Women and Girls' Empowerment program made significant strides in 2024. We provided economic empowerment training to 79 individuals and distributed capital goods to support their entrepreneurial ventures. Through sensitization campaigns and recovery support services, we addressed gender-based violence (GBV) and harmful cultural norms, empowering women and girls to reclaim their agency and dignity. The success of these initiatives is evident in the 89% empowerment rate among women beneficiaries, as measured by the pro-WEAI tool.

As we look ahead to 2025, we are filled with pride and gratitude for the journey we have undertaken over the past 25 years. From our humble beginnings to becoming a leading champion for the displaced and host populations rights in Kenya, RCK has remained steadfast in its mission to protect, empower, and amplify the voices of displaced populations. Our silver jubilee will be a celebration of resilience, impact, and the collective efforts of our staff, partners, donors, and the communities we serve.

None of our achievements would have been possible without the dedication of our staff, the generosity of our donors, and the unwavering support of our partners. To the displaced and host populations, your resilience and courage continue to inspire us every day. As we celebrate our accomplishments, we also recognize the challenges that lie ahead and remain committed to addressing them with innovation, collaboration, and compassion.

In closing, I invite you to join us as we embark on the next chapter of our journey. Together, we can create a world where the rights and dignity of all the displaced persons are upheld, where hope is not just kept alive but flourishes. Thank you for standing with us as we continue to make a difference, one life at a time.



Dr. Samuel Kabue, Chairman,
Board of Directors,
Refugee Consortium of Kenya.

2. Message from the Executive Director



As we reflect on the year 2024, we are grateful for the remarkable progress we have made in advancing our mission to promote and protect the rights and dignity of displaced and host populations across Kenya and beyond. This year, we testify to the strength of collaboration, the resilience of the communities we serve, and our unwavering commitment to the well-being, voice, and dignity of displaced and host populations.

One of our most significant strides this year was the deliberate step towards integrating our programmatic pillars. This integration marks the beginning of a matrix that is more cohesive and sustainable for programming, laying a strong foundation for impactful, long-term outcomes. It is a single but critical step that sets the stage for many more in the journey ahead.

While we celebrate these achievements, we remain acutely aware of the challenges that persist. The limited implementation policy landscape, limited resources, funding uncertainties, and the ever-evolving needs of forcibly displaced persons continue to shape the context in which we operate. These realities demand that we be agile, adaptive, and innovative, and a continued focus on inclusive, rights-based approaches.

The lessons of 2024, especially the importance of community-led interventions, stakeholder collaboration, and culturally sensitive programming, have underscored the values that drive us. These insights will continue to inform and strengthen our work as we respond to emerging needs and opportunities.

Looking ahead, 2025 will mark a major milestone for the Refugee Consortium of Kenya: 25 years of Keeping Hope alive. This anniversary is not only a celebration of our footprint, but it is a call to action. It challenges us to deepen our impact, expand our reach, and recommit to the vision of a world where every person, regardless of status, can live with dignity.

On behalf of the RCK, I extend heartfelt thanks to our partners, donors, staff, board members, and the communities we serve. Your trust and support have made our progress possible. As we step into this exciting chapter, let us do so with renewed energy, determination, and unity, confident in our shared ability to transform lives and build a more just and inclusive future for all.

A handwritten signature in black ink, which appears to read 'Barlet Colly Jaji'. The signature is stylized and is positioned above the printed name of the Executive Director.

Mr. Barlet Colly Jaji, Executive Director,
Refugee Consortium of Kenya.



RCK staff led by the Executive Director, Barlet Colly Jaji, receive the Civil Society Organization of the Year 2024 Award from the Law Society of Kenya on 22nd November 2024 in Nairobi.



PROGRAMME HIGHLIGHTS

Empowering Communities, Shaping Policy: RCK's Role in Kenya's SDG Progress

In 2024, the Refugee Consortium of Kenya (RCK) contributed to the Sustainable Development Goals (SDGs) and the African Union's Agenda 2063 through its integrated, rights-based programming for forcibly displaced and host communities. By providing legal aid to 2,988 individuals, facilitating access to justice for children in conflict with the law, and influencing policy reforms, including drafting and review of the Regulations to the Refugees Act 2021 as gazetted in February 2024. RCK directly contributed to SDG 16 on Peace, Justice, and Strong Institutions. RCK also made strides toward SDG 5 on Gender Equality by empowering 89% of women beneficiaries through economic empowerment programs and offering legal and psychosocial support in over 60 SGBV cases.

In the realm of mental health (SDG 3), more than 2,000 individuals received tailored psychosocial support, with community-based counsellors playing a transformative role. RCK's livelihood programs and policy advocacy around legal identity and statelessness further contributed to SDGs 1, 8, and 10, addressing inequality and economic resilience. These efforts align with Agenda 2063's aspirations for a rights-respecting, people-driven, and inclusive Africa. However, gaps remain. Persistent challenges such as limited reproductive health awareness, slow justice processes, and emerging climate-induced displacement underscore the need for deeper investment in localized, sustainable, and inclusive interventions. Moving forward, RCK will continue advocating for climate justice, digital legal literacy, and expanded regional policy influence to ensure no one is left behind in Kenya's refugee response and integration efforts.

3.1 Legal Aid and Governance Pillar (LAG)

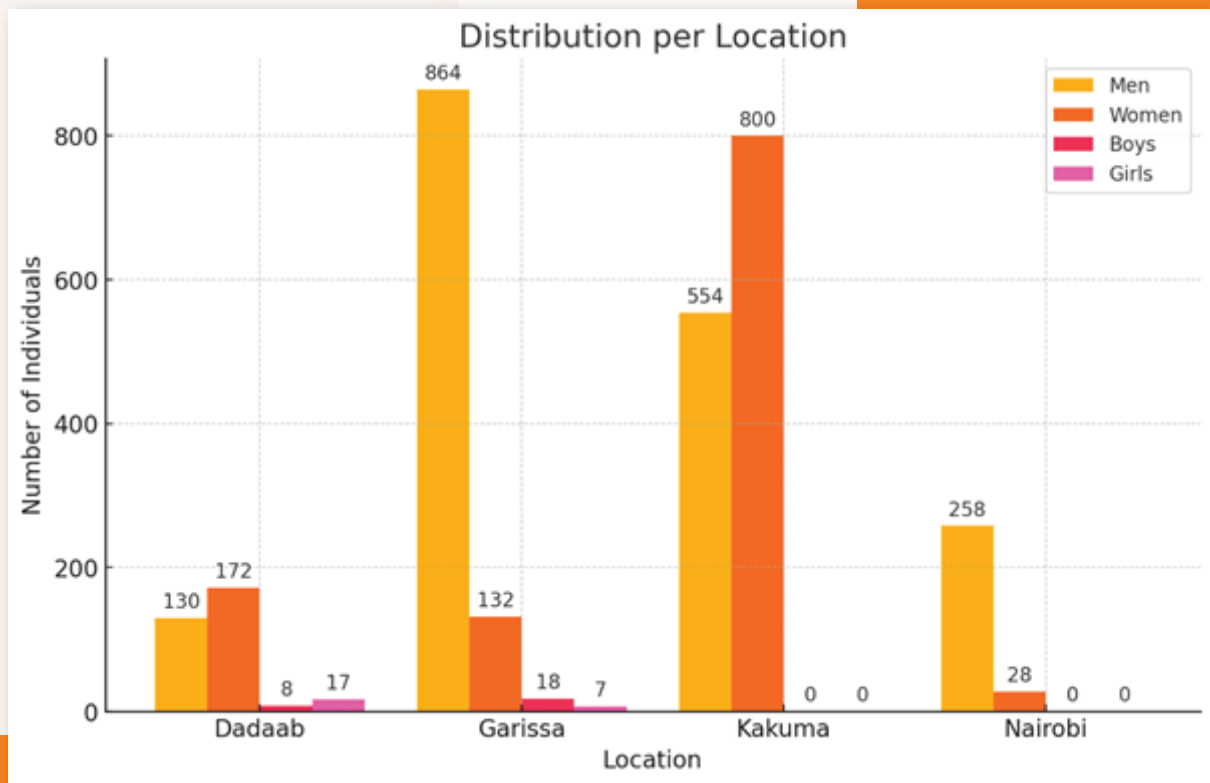
The Legal Aid and Governance pillar provides advice and representation to displaced populations on legal matters pertaining to their welfare and rights. Additionally, it advocates for the development and implementation of inclusive laws, policies, and systems that benefit both displaced and host populations, ensuring their rights are upheld across all sectors. The pillar also monitors implementation and holds relevant actors accountable. This report outlines the achievements, challenges, and lessons learned by the pillar in 2024.



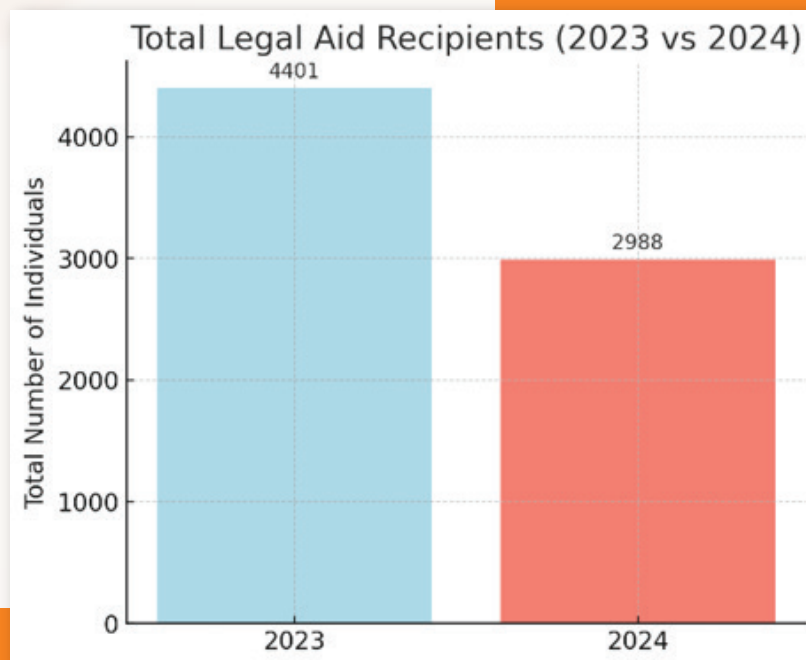
RCK Staff offering legal aid to a project participant at Kayole. Photo Credits: RCK.

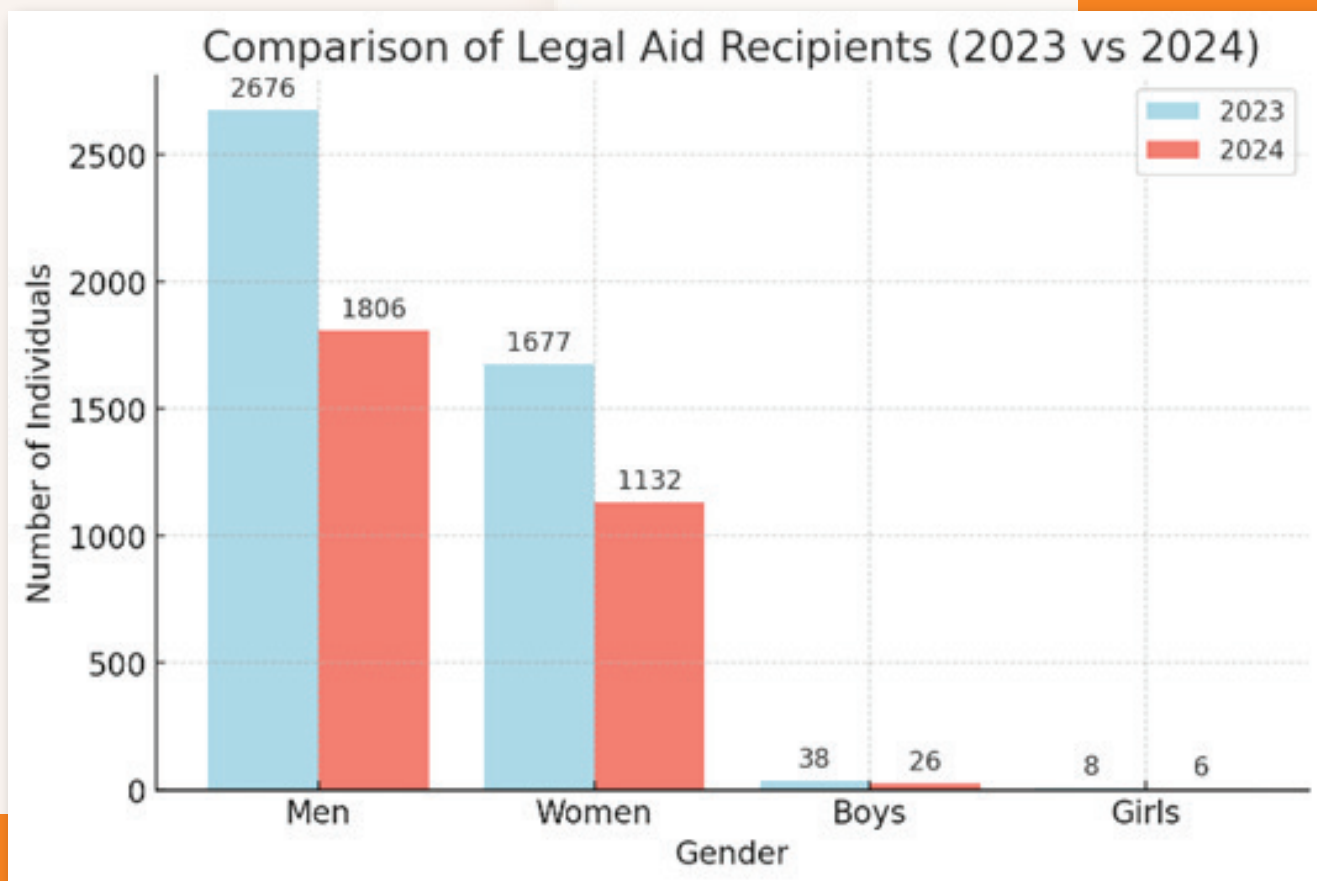
3.1.1 Access to Legal Aid.

During the year under review, RCK provided legal aid to a total of 2,988 individuals (1,806 men, 1,132 women, 26 boys, and 6 girls) from both displaced and host populations, as illustrated in the accompanying chart. The services were delivered through various platforms, including police stations and legal aid clinics, addressing a range of legal issues such as insecurity, asylum-related matters, refugee status determination, access to legal identity documents, business registration and compliance, child custody, and other protection concerns. Clients were provided with relevant legal advice, that is, legal advice tailored to their specific needs. For instance, those facing challenges in acquiring birth certificates were guided through the step-by-step application process, ensuring they understood the necessary requirements and procedures. Cases beyond RCK's mandate were referred to the appropriate agencies for further support. These cases included shelter, medical interventions, resettlement, and food distribution. The beneficiaries included individuals referred to RCK by the organization's protection monitors and partner agencies, as well as walk-in clients aware of RCK's mandate.



To show the results of the legal aid, RCK, through the Integrating Forced Migrants and Host Communities into the Kenyan Market project funded by Open Society Africa, provided legal counseling to 173 individuals (137M, 36F) on CBO registration. Beneficiaries received one-on-one guidance on key registration steps, including drafting a constitution, recording meeting minutes, opening a bank account, compiling a membership list with ID documents, and completing application forms from the Social Development Office. Following the counseling, 62 beneficiaries (35.8%) took action, leading to the formalization of 26 CBOs (41.9%), while 36 groups (58.1%) initiated the registration process. This demonstrates the results of the legal aid services.





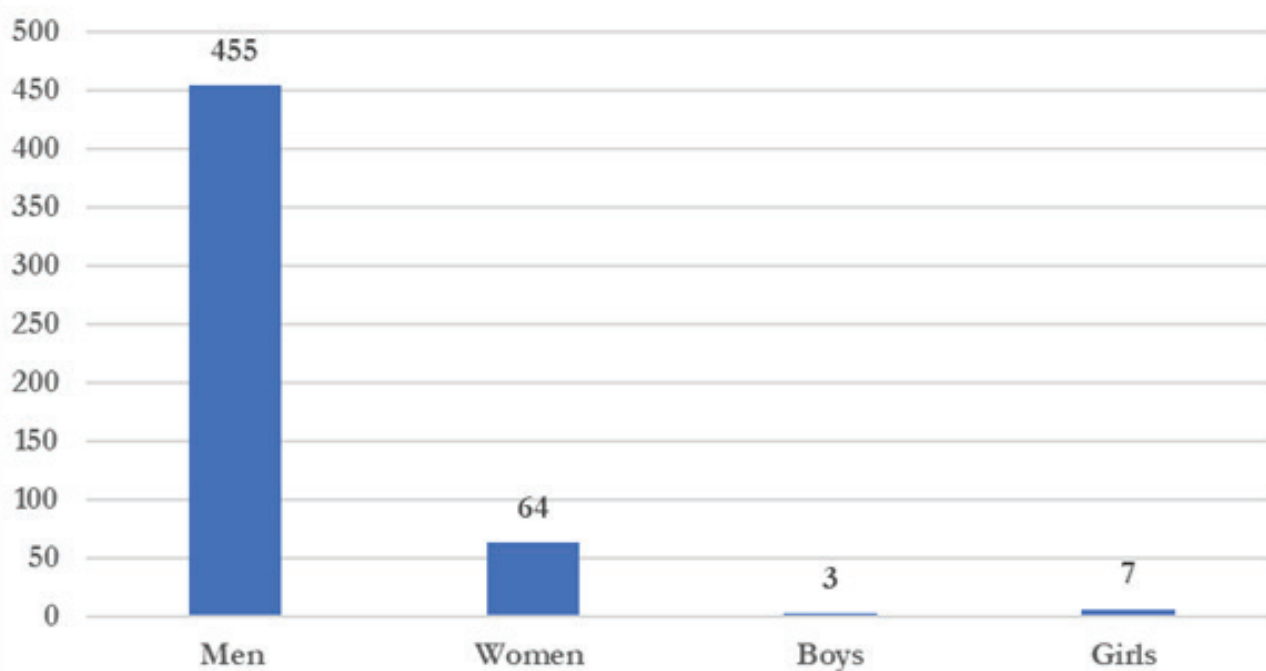
Comparative graphs of 2024 and 2023 Legal Aid reach.

3.1.2 Court and Police Station Representation

Immigration Related cases

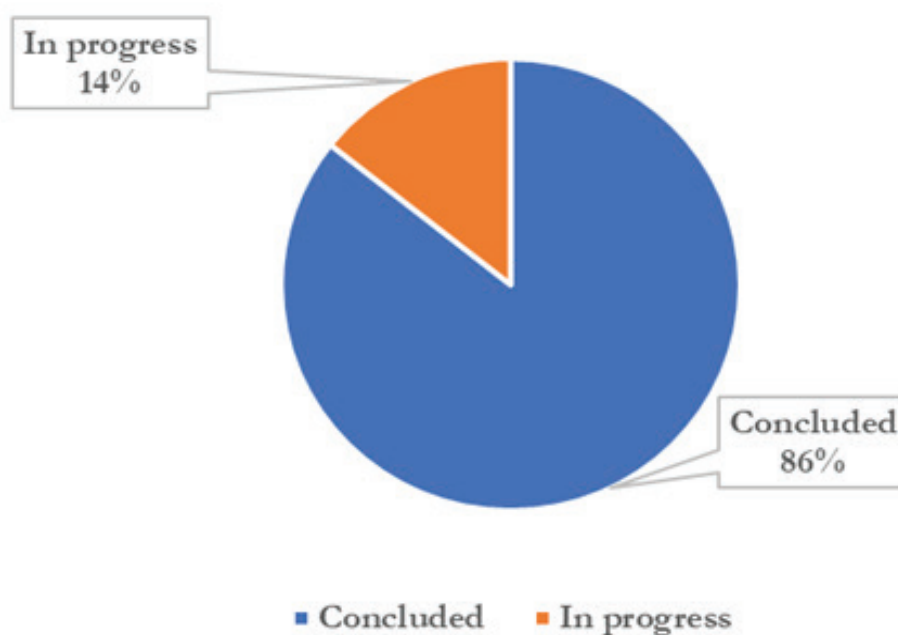
In 2024, RCK provided legal representation to 529 forced migrants (414 men, 70 women, 4 boys, and 4 girls) facing immigration-related charges. Among them, 505 individuals (95.5%) had been charged with unlawfully present in Kenya contrary to section 53(1) (j) as read with section 52 (20) of the Kenya Citizenship and Immigration Act, while 24 individuals (4.5%) had been presented to court after being arrested outside designated areas without a movement pass. Cases involving 453 (85.6%) forced migrants were concluded, while cases involving 76 (14.4 %) forced migrants are in progress.

Distribution of client by gender

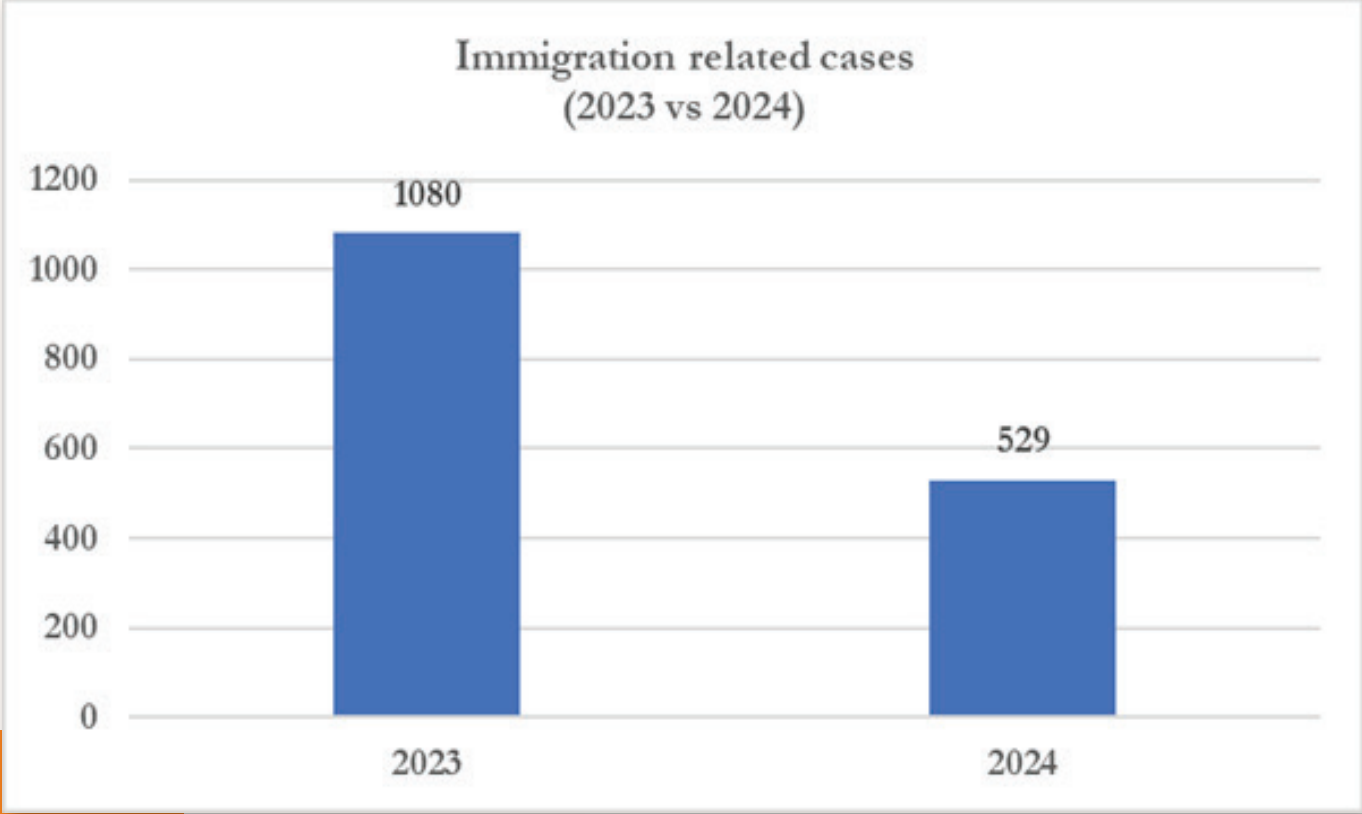


This was achieved through the intervention provided by RCK legal officers, who assisted through monitoring at border entry points and legal representation in court for those who had been arrested and charged. Among concluded cases, 79 % were released, while 21% were fined between Ksh. -5,000/= to Ksh. 300,000/= or in default to serve imprisonment terms of between 3 days to 12 months.

Distribution of the case status



A case example, in Malaba Criminal Review CR No. 1495/1496 of 2024, 15 Congolese asylum seekers (6 men, 9 women, 4 boys, and 3 girls) were arrested and charged with unlawful presence in the country. However, through RCK's intervention, which included providing legal representation in court, they were released and facilitated to travel to Kakuma Refugee Camp.

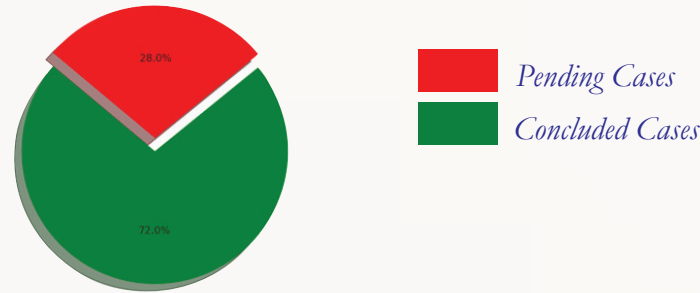


Comparison of Immigration related cases for 2023 and 2024.

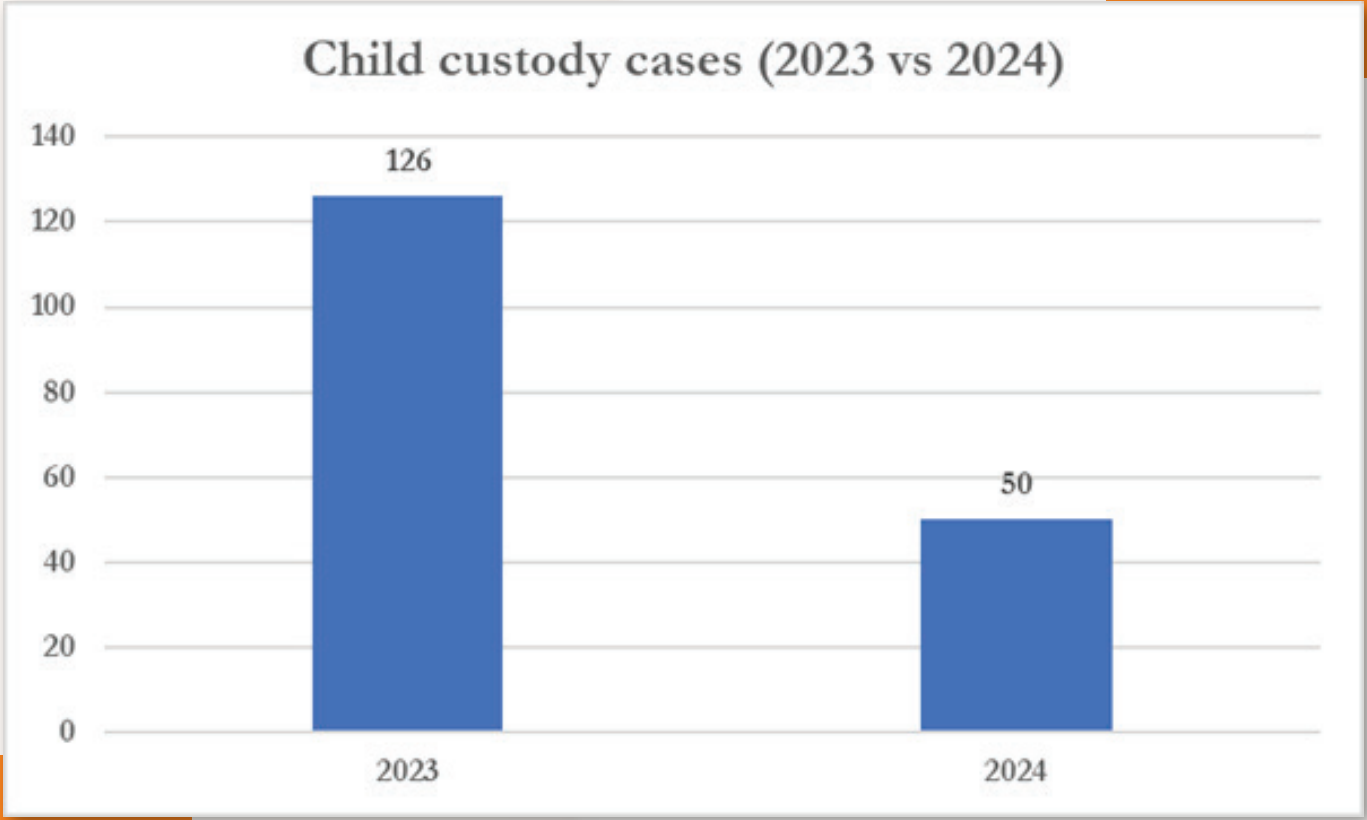
b. Child Custody Cases

In the year under review, RCK played a pivotal role in supporting parents, particularly single mothers, in securing custody and guardianship orders from Kenyan courts. These legal interventions were critical for parents seeking resettlement assistance from partner organizations. RCK vigorously advocated for the best interests of the children, ensuring their placement with suitable guardians and the protection of their parental rights. A total of 50 custody and guardianship cases were handled (21 boys and 29 girls). Out of these 36 cases (72 %) (13 B, 24 G) have been concluded and custody orders issued, while 14 cases (28%) (9B, 5G) were filed in 2024 pending hearing and determination.

Custody and Gurdianship Cases: Concluded vs Pending (2024)



Additionally, RCK provided legal representation for 99 children (60 girls and 39 boys) in conflict with the law, that is, minors who had been charged with legal violations. This included cases where minors were charged in court or at police stations for offenses such as assault, theft, and others.

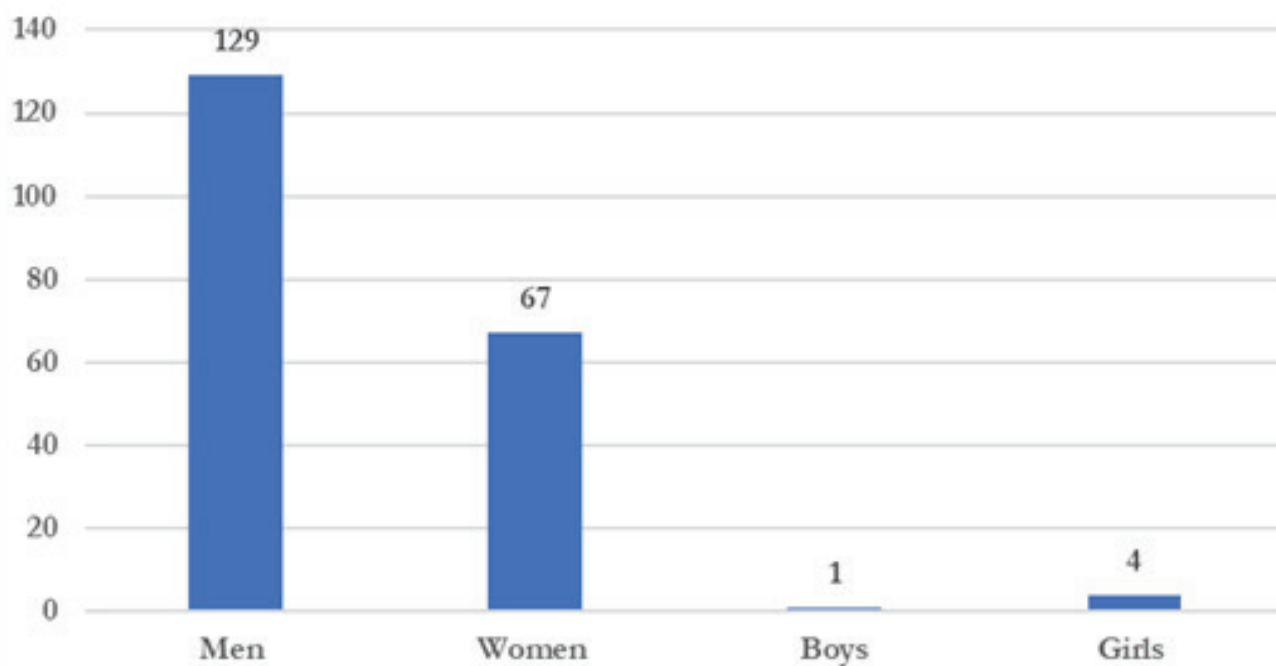


3.1.3 Pro-Bono Lawyers

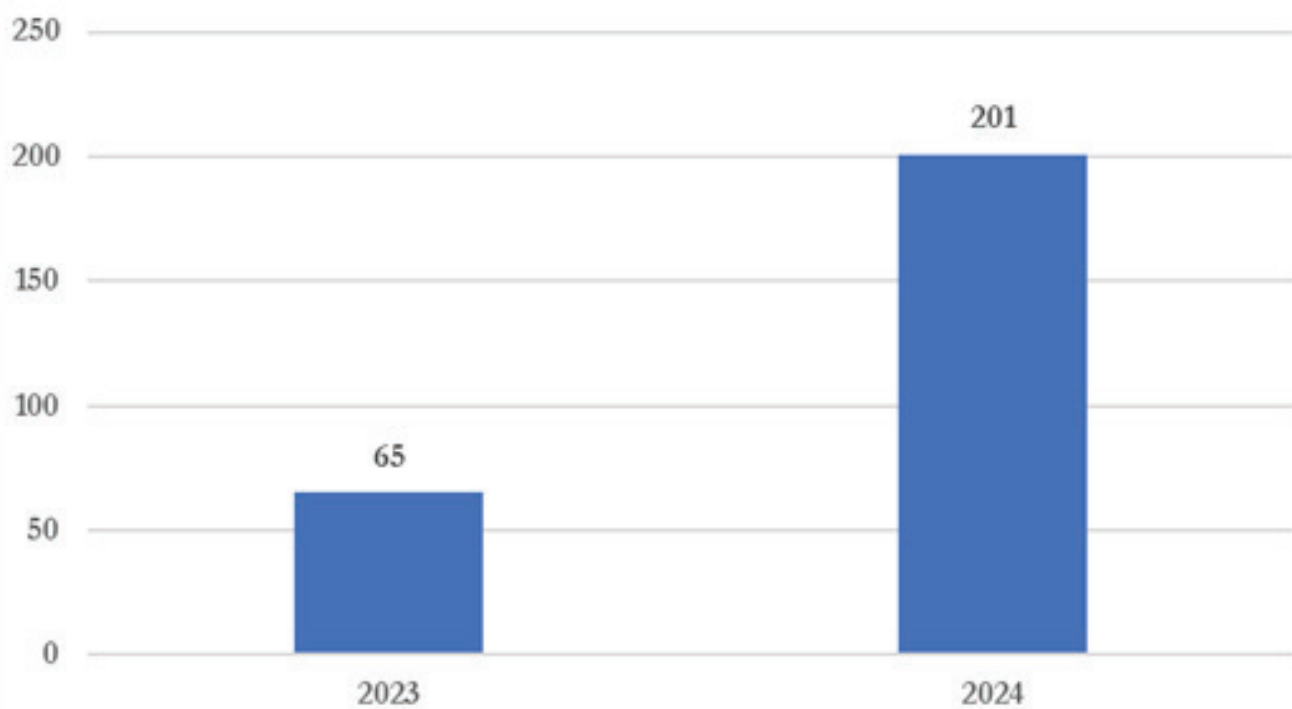
RCK successfully recruited and retained 10 pro bono lawyers. These esteemed legal professionals played a fundamental role in ensuring that refugees and asylum seekers received legal representation in court. Acting on behalf of RCK lawyers, they skillfully represented clients in court. They provided legal representation in Small Claims Court on issues of debt recovery cases, sexual and gender-based violence (SGBV) cases, and other protection matters.

In total, the pro bono lawyers provided legal representation to 201 individuals (129 men, 1 boy, 4 girls, and 67 women), contributing to safeguarding their rights and ensuring due process. Some of the key cases handled by the pro bono lawyers included matters related to access to territory, particularly for individuals charged with unlawful presence in the country, especially in regions beyond RCK’s usual operational reach. Examples of areas reached include towns along the western flight corridor, namely Kisumu, Isebania, Migori, Kehancha, Bungoma, Malaba, Busia, and Eldoret.

Distribution of client by gender



Comparison of clients attended by Pro-bono lawyers (2023 vs 2024)

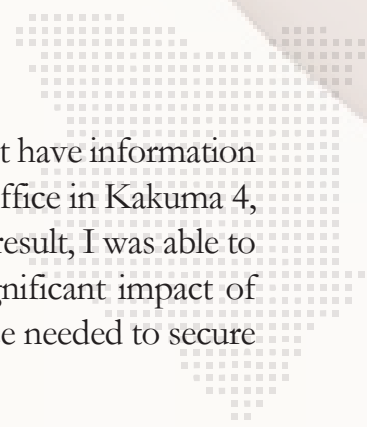


3.1.4 Legal Information and Research



International Human Rights Day commemoration in Kakuma by the refugees

RCK remained steadfast in its commitment to advancing legal awareness and human rights education among the displaced and host populations. Through targeted outreach initiatives—including community forums, workshops, and the commemoration of thematic days, 4,286 individuals (2,509 men, 1,752 women, 18 girls, and 7 boys) received critical legal information on human rights, equipping them with the knowledge and tools necessary to assert and safeguard their rights effectively. The legal information covered key areas such as constitutional rights, provisions under the Refugees Act 2021, access to legal identity documents, employment laws and procedures, and other essential legal protections. To demonstrate impact, RCK, through the NMFA-ICLA project implemented in Kakuma, conducted information sessions that reached 700 participants (276 men, 424 women) on the process of acquiring key legal identity documents, particularly birth certificates. An outcome monitoring assessment conducted by RCK revealed that 22% of the participants had successfully obtained birth certificates for their children. Additionally, 77% reported taking concrete steps toward securing their legal documents, such as visiting field post offices during civil registrar visits and completing the required application forms.



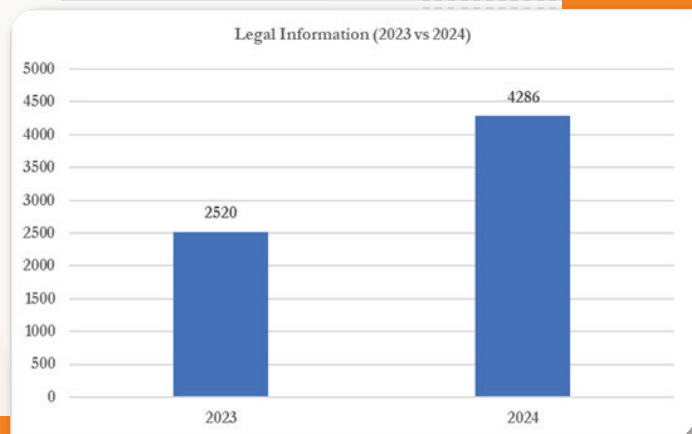
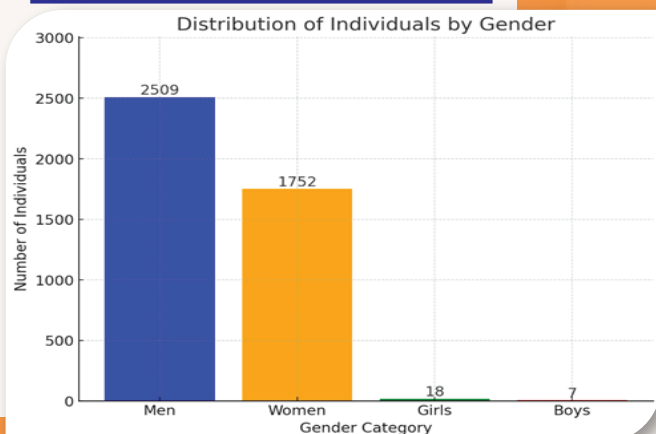
During the assessment, one of the participants, Roman Kabaka, shared, “I didn’t have information on where I could get the birth certificate for my child. After visiting the RCK office in Kakuma 4, an officer guided me through the process and referred me to Field Post 4. As a result, I was able to obtain the birth certificate for my child.” This testimony underscores the significant impact of RCK's interventions in equipping beneficiaries with the knowledge and guidance needed to secure Legal Identity Documentation (LID).

The organization developed a policy brief on the status of stateless persons in Kenya, examining legal and administrative challenges contributing to statelessness and the barriers stateless individuals face in accessing rights and services. The brief acknowledged government efforts toward eradicating statelessness and offered key recommendations, including legislative reforms, procedural streamlining, and public awareness initiatives. Developed in collaboration with UNHCR and Haki Centre, the brief supports ongoing advocacy efforts with Parliament’s Departmental Committee on National Security, particularly those influencing reforms to the Kenya Citizenship and Immigration Act 2011.

Additionally, RCK produced an in-depth position paper titled Gender, Documentation and Economic Empowerment: The Double Disadvantage for Refugee Women in Kenya. The position paper explores how lack of legal documentation disproportionately affects refugee women, compounding barriers to accessing essential rights, formal employment, and economic opportunities. By highlighting gender-specific challenges, including cultural norms, gender bias, and restrictive legal frameworks, the paper offers actionable insights for policymakers and advocates working to promote gender-responsive legal protections and the socio-economic inclusion of refugee women.

RCK, in partnership with the Kenya Model United Nations (KMUN), successfully organized a public speaking and moot tournament for World Refugee Day, engaging 341 students from 30 universities and two high schools. The event, which featured 32 teams from 15 law schools, focused on key refugee issues such as climate displacement and socio-economic inclusion, and included a keynote speech on *"Achieving Home Through Durable Solutions"* and a panel discussion on refugee inclusion. Targeting final-year students, the tournament inspired participants to explore refugee protection in their research and careers, bridging the gap between academic knowledge and real-world challenges. This initiative has had a tangible impact, sparking interest in refugee law and fostering a new generation of advocates for refugees.

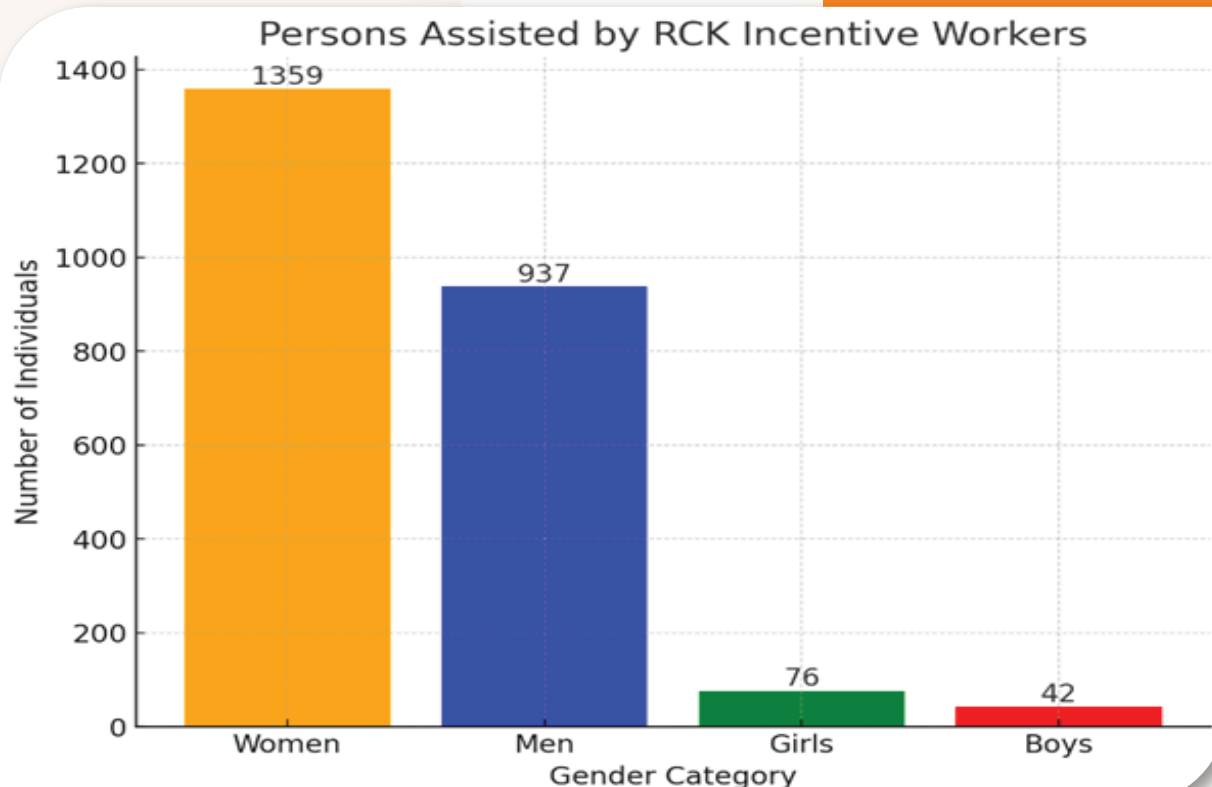




3.1.5 Protection/Detention Monitoring Scheme

The organization successfully recruited and retained 31 protection and detention monitors, significantly expanding the organization's capacity to provide access to justice for the displaced and host populations. This strategic reinforcement ensured that human rights violations were effectively monitored, documented, and reported, enabling timely interventions by RCK. During the year under review, RCK incentive workers provided assistance through monitoring and reporting incidents occurring in the camp, such occurrences include the arrest and detention of refugees in police stations. They also facilitate mobilizing the community during legal aid sessions conducted by RCK legal officers at the field level.

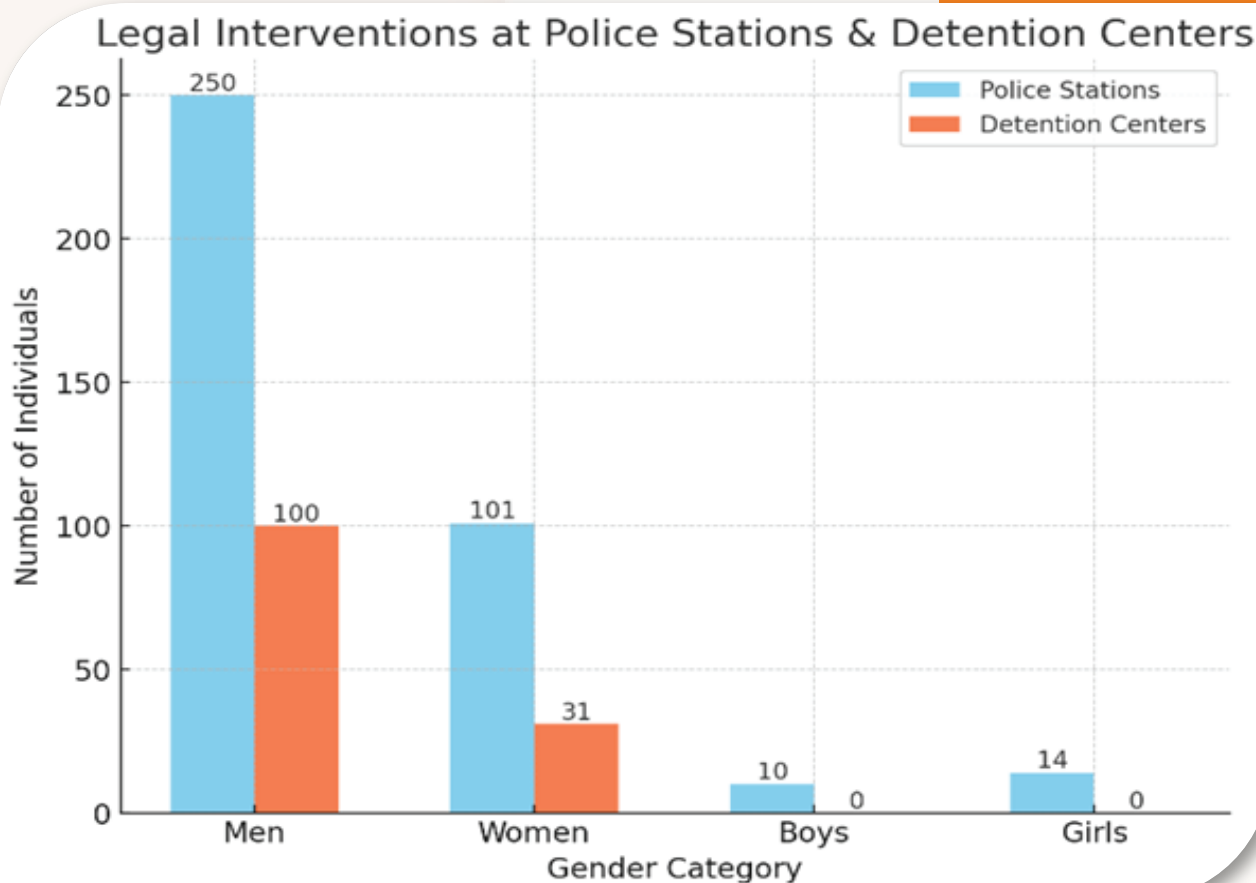
2414 displaced population (1,359 women, 937 men, 76 girls, and 42 boys), further strengthening RCK's commitment to protecting and promoting the rights of displaced populations. Case example, during the year under review in Kakuma, the protection monitors conducted 175 police station visits, reaching 227 (62F, 165M) individuals. A total of 41 cases proceeded to court, with RCK actively following up on each case. As a result, 79% of the cases presented in court saw the subjects produced before a judge within 24 hours, in compliance with Article 49 of the Constitution of Kenya (2010).



Additionally, RCK legal officers conducted routine monitoring of police stations across various locations to ensure that the displaced population received timely legal interventions and protection services. The monitoring covered Garissa (2 police stations), Dadaab (5 police stations), Nairobi (8 police stations), and Kakuma (9 police stations), through these efforts, RCK provided interventions to 375 individuals (250 men, 101 women, 10 boys, and 14 girls) at police stations. These interventions included providing legal advice to clients, following up on the status of the cases to ensure that investigations were being conducted, confirming that complaints were recorded and that the cases that met the threshold for prosecution were presented in court and the accused persons arraigned. During these visits, RCK officers gathered feedback on detention experiences and identified commonly reported cases to inform appropriate interventions. For instance, during a routine visit to Kakuma 1 Police Station, it was noted that assault was the most frequently reported case. In response, RCK organized two community dialogue forums, engaging 37 youth (29 M, 8 F) on conflict resolution through dialogue.

Furthermore, RCK conducted visits to places of detention. This included 5 visits to Garissa main prison and 2 visits to Lodwar prison, offering legal advice on the appeals process and self-representation to 419 individuals (389 M, 30 F). During the visits to Garissa Main prison, 26M inmates who were refugees were offered psychosocial counselling. They reported experiencing anxiety and fear of reintegrating into society upon release. After completion of the counselling session, one inmate, nearing the end of a three-year sentence, expressed that

"The sessions equipped me with coping mechanisms that have given me hope. I was afraid of what life after prison would be like, but now I feel prepared to start off and rebuild my life."

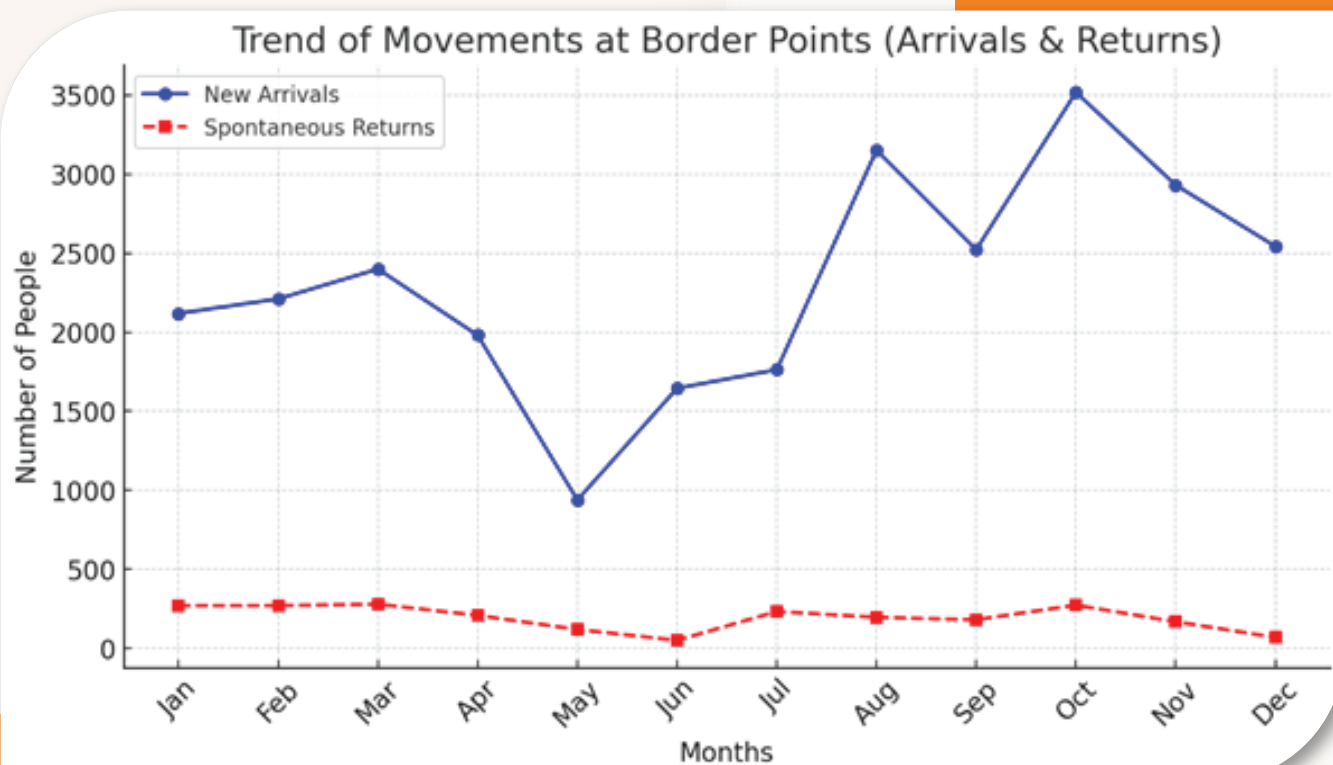


3.1.6 Border Monitoring Scheme

In the year under review, RCK engaged and retained 23 border monitors to enhance access to territory for asylum seekers and refugees. These monitors played a critical role in identifying and monitoring migration trends along the border entry points. This ensured that individuals seeking protection could access asylum without obstruction. They also monitored the incidence of arrest and detention of asylum seekers and reported them to RCK, facilitating timely follow-ups and necessary interventions, including representation in court. Case Example, in Mandera, two men a Congolese and a Ugandan- were arrested at the Elwak border for residing outside their designated area. The border monitor promptly reported the incident to RCK, which provided legal representation in court. As a result, their release was secured, and they were referred to DRS Nairobi, which facilitated their return to their designated camp with movement passes.

Monitoring was conducted across various transit routes, including Amuma, Abdisugow, Damajale, Diif, Degelema, Dajabula, Elwak, Kitui, Kulan, Liboi, Mandera, Mwingi, Garissa, Wajir, Lodwar, Busia, Migori, Malaba, Kisumu, Kitale, Isebania, Laisamis, Isiolo, Marsabit, Meru, Embu, and Moyale. The border monitors underwent specialized training on data collection using smartphone applications – Kobo Collect, enabling real-time and accurate documentation of migration trends. Through the data collection tool developed by RCK, the monitors effectively captured and transmitted timely movement-related data across border points, enhancing response mechanisms and informing migration policy discussions.

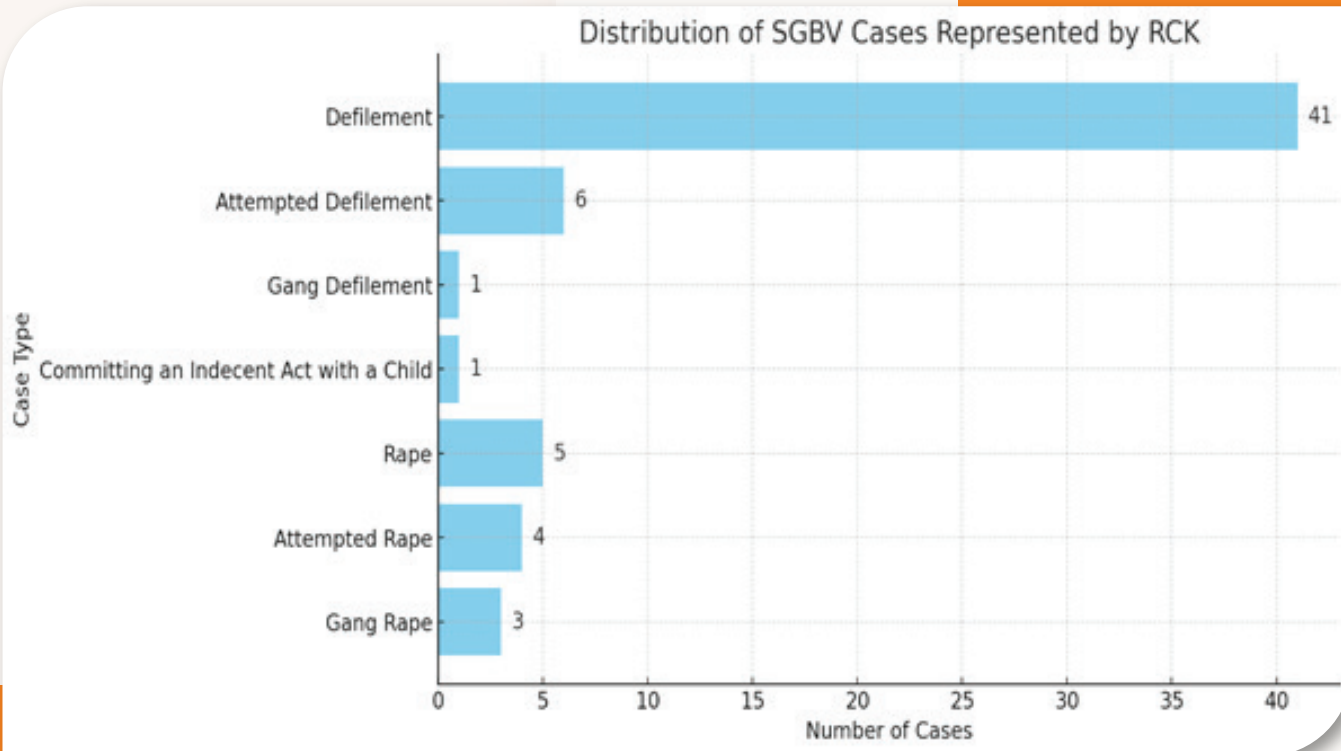
During the reporting period, 29,665 individuals (7880 women, 7012 men, 7689 girls, and 7084 boys), new arrivals and spontaneous returns were recorded crossing different border points. The new arrivals crossing into Kenya at the border were provided with information on where to go for further processing, specifically the DRS office. The graph below shows the trend of movement at the border points, that is, the new arrivals and spontaneous returnees in 2024. The returnees remained low compared to the new arrivals. The main reasons cited for migration included seeking humanitarian assistance due to the drought crisis, persecution by militia groups, and fear of torture by local insurgents.



3.1.7 Prevention and Response to Sexual and Gender Based Violence.

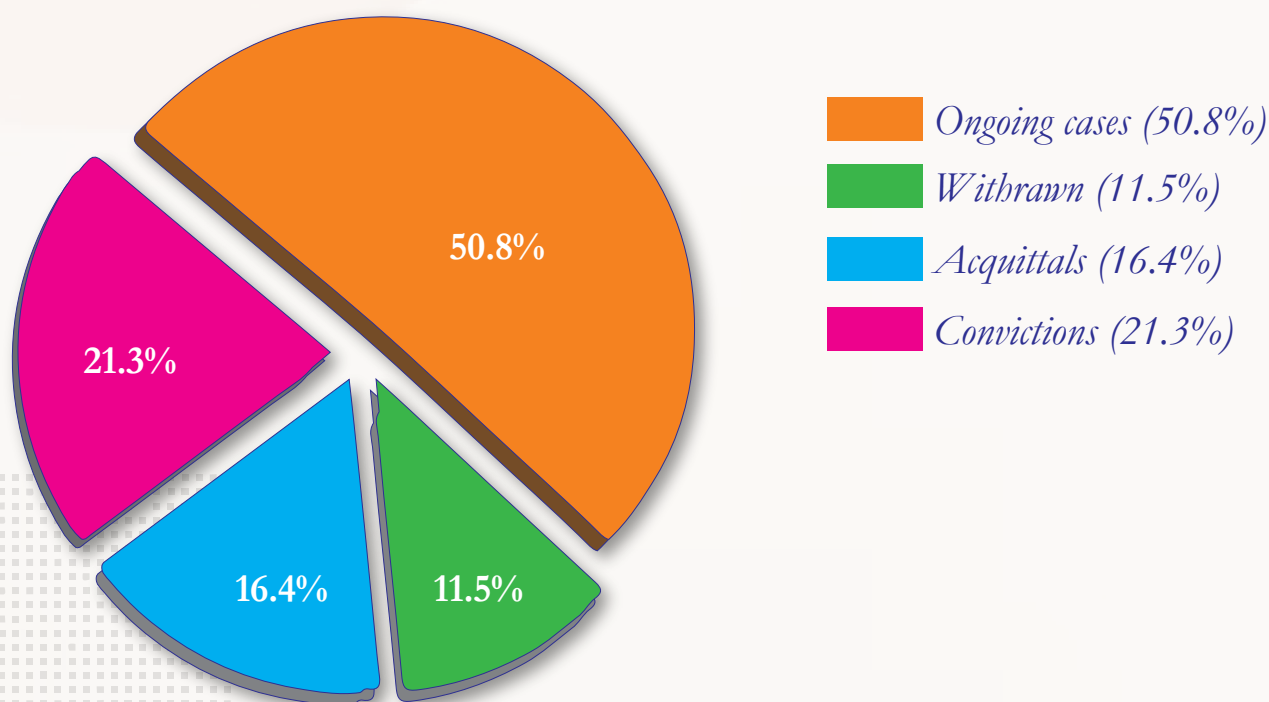
a. Free Legal Counselling and Representation for SGBV Survivors.

RCK remained committed to addressing Sexual and Gender-Based Violence (SGBV) by providing legal and psychosocial support to survivors. The organization watched briefs in 61 SGBV cases (44 girls, 13 women, and 4 boys). From the graph below, the majority of cases (61.2%) involved defilement, highlighting the high prevalence of sexual offences against minors. Attempted defilement and rape cases accounted for 9.0% and 7.5% respectively, while other forms of sexual violence made up the remaining 22.3%.



Out of the 61 cases handled, 13 cases (21.3%) resulted in convictions, with perpetrators receiving sentences ranging from 12 months to 30 years. 10 cases (16.4%) led to acquittals due to insufficient evidence, while 7 cases (11.5%) were withdrawn due to missing witnesses. The majority, 31 cases (50.8%), remain ongoing, with RCK continuing to provide legal support to survivors.

CASES OUTCOME DISTRIBUTION



RCK ensured fair trial processes by providing translators in courts to address language barriers. For example, in Kakuma Law Courts, RCK provided Arabic translators for three cases, Somali translators for two cases, and Didinga translators for two cases, all related to SGBV matters. RCK provided pre-trial counselling to 29 (21G, 8F) survivors through face-to-face sessions, helping them prepare for court testimony.

3.1.8 Advocacy Initiatives

a. Legal Review – Kenya Citizenship and Immigration Act, 2011



In 2024, RCK actively engaged in the review of the Kenya Citizenship and Immigration Act, 2011, advocating for amendments to remove barriers to the registration of stateless persons. The review aimed to eliminate restrictive time limits for registration and introduce a more inclusive legal framework aligned with Kenya's commitment to eradicating statelessness by 2027. Existing legal provisions made it difficult for stateless communities, such as the Rundi and Wanyarwanda, to acquire Kenyan nationality, leaving them vulnerable to exclusion from essential services, employment, and legal protections.

The review was necessitated by Kenya's international obligations under the 1954 and 1961 Statelessness Conventions and the need to streamline naturalization processes. Aligning the Act with these commitments would ensure a more comprehensive and accessible pathway to citizenship for stateless individuals, reinforcing Kenya's regional and global commitments.

RCK's Director of Programmes, speaking, participating in a stakeholder engagement for the development of the Refugee Management Curriculum at the Kenya School of Government, on 25th November 2024 in Nairobi.

To advance this legal review, RCK collaborated with Haki Centre, UNHCR, and representatives of stateless communities in drafting a research brief on the state of statelessness in Kenya. Additionally, RCK supported stateless communities in developing a community-generated register to strengthen the proposed amendments. Engagements with the Departmental Committee on Administration and Internal Security were conducted to advocate for policy shifts based on legal and socio-economic evidence. Later in the year, RCK held further consultations with key stakeholders, including the Office of the Attorney-General, Kenya Law Reform Commission, Kenya National Commission on Human Rights, Law Society of Kenya, National Gender and Equality Commission, and National Cohesion and Integration Commission, to review the revised Bill and gather broader input for a comprehensive and inclusive amendment process.

Despite these efforts, the proposed amendments were not yet adopted, as the planned parliamentary reconvening for early 2025 was delayed due to funding cuts. RCK remains committed to advocating for the amendments and will continue engaging policymakers to ensure the legislative process progresses.

b. Policy Review

RCK served as the secretary to the task force responsible for drafting the Refugee Regulations, 2024, offering technical and legal input to align the regulations with the Refugees Act, 2021. RCK also facilitated parliamentary engagements, contributing to the successful adoption of the regulations, which were gazetted on 1 February 2024. These regulations are key to operationalizing the Act and strengthening refugee protection and inclusion in Kenya.

RCK, as co-chair of the task force, provided crucial technical support in the development of the Refugee Status Appeals Committee (RSAC) Rules of Procedure. In addition to offering expert guidance, RCK facilitated broader engagement with key stakeholders, including government entities, CSO partners, refugees and RLOs, ensuring that the rules were inclusive, transparent, and aligned with best practices in refugee law. The finalized rules were submitted to the Refugee Appeals Board (RAB) for inclusion in the handover documents to the incoming RSAC. This submission marks a significant step in ensuring that the new committee has a clear, structured framework to guide the refugee appeals process, thereby strengthening legal protections and improving the overall efficiency of asylum procedures in Kenya.

RCK played a pivotal role in the review and development of the Nairobi City County Refugee Integration and Community Building Strategy, a policy aimed at promoting the socio-economic inclusion of refugees within Nairobi County. The strategy seeks to enhance economic opportunities for asylum seekers and refugees, improve access to basic services, promote social cohesion, and facilitate cultural exchange and understanding. Given Nairobi's significant refugee population, the strategy is designed to bridge gaps in refugee inclusion at the county level, ensuring that refugees can meaningfully participate in local governance and economic development.

To facilitate this review, RCK provided technical support to the working group developing the strategy, conducted sensitization workshops for County Executive Committee members and Chief Officials, and offered legal and policy expertise. The strategy is now in its final drafting stages, with strong buy-in from Nairobi County officials. However, the official launch date is yet to be confirmed, as resource allocation for full implementation remains a key challenge. RCK continues to engage county authorities and development partners to secure the necessary funding and support for successful implementation.

3.1.9 Engagement with County Governments

In our pursuit of ensuring the protection of displaced and host populations through policy and legal frameworks, RCK has formed strategic partnerships with the County Assemblies of Turkana and Garissa. RCK actively supported these County Assemblies by organizing public participation forums for Bills and facilitating the preparation of memoranda, particularly for the Finance Bill 2024, the Annual Development Plan 2024/2025, and the Garissa Anti-FGM Policy, among others. The objective of this support was to enhance accountability and transparency in the counties' financial management, ensuring that resources are utilized effectively for the benefit of the communities.



RCK's Research and Knowledge Management Manager, standing, engaging with representatives of the County Assembly of Turkana at the Monarch Hotel in Nairobi during the review of the Letter of Agreement (LOA) 2023–2027

3.1.10 Capacity strengthening of stakeholders, duty bearers and rights holders



RCK Staff and a project participant during a radio talk show in Dadaab 4 at Radio Gargar.

RCK co-convened the Refugee Cluster group in the development of Kenya's 4th cycle Universal Periodic Review (UPR) report for Refugee Cluster. The report assessed Kenya's progress in refugee protection and offered strategic recommendations for strengthening refugee management frameworks. Notably, key proposals-particularly those advocating for the socio-economic integration of refugees through streamlined documentation and Refugee Status Determination processes-were cited in the UN Compiled Civil Society Organizations (CSO) Report for Kenya. This compiled report will serve as a key reference document during Kenya's formal review session.

RCK prioritized strengthening the capacity of stakeholders and duty bearers in refugee protection management policies and legal frameworks. A total of 1,293 duty bearers (801 men and 492 women) from CUCs, government entities such as National Police Service (NPS), Department of Refugees services (DRS), National Government Administrative Officers (NGAO), County Governments of Turkana and Garissa, and non-state actors such as UNHCR, Partners from (I)NGO, Community Based Organizations were trained on key legislative provisions, including the Refugees Act of 2021 and its 2024 Regulations. These efforts reinforced their role in upholding the rights of refugees, asylum seekers, and host community members by promoting legal literacy, accountability, and a rights-based approach to refugee protection. By enhancing their capacity, RCK ensured that duty bearers are better equipped to respect, safeguard, and promote refugee rights. As a result, these entities have played essential roles in strengthening the protection environment, including facilitating access to justice by referring refugees to the appropriate institutions for assistance.

Challenges

- » **Limited Access to Legal Services:** Many refugees and host community members face difficulties accessing legal aid due to the scarcity of legal aid providers and the long distances they must travel to reach legal aid offices or courts.
- » **Inadequate Legal Awareness:** There is a widespread lack of awareness about rights, laws, and available legal resources among both refugees and the host community. This often leads to exploitation and unreported violations.

Lessons learnt

- » Involving forcibly displaced people into policy discussions ensures that policies, plans and recommendations that come into force and that are championed are protective and responsive to their needs.
- » Empowering displaced and host populations with essential skills and knowledge is crucial for asserting their rights and achieving self-sufficiency.
- » Training key actors like the judiciary and police through CUCs improves the protection of the displaced and host populations rights within the judicial system.

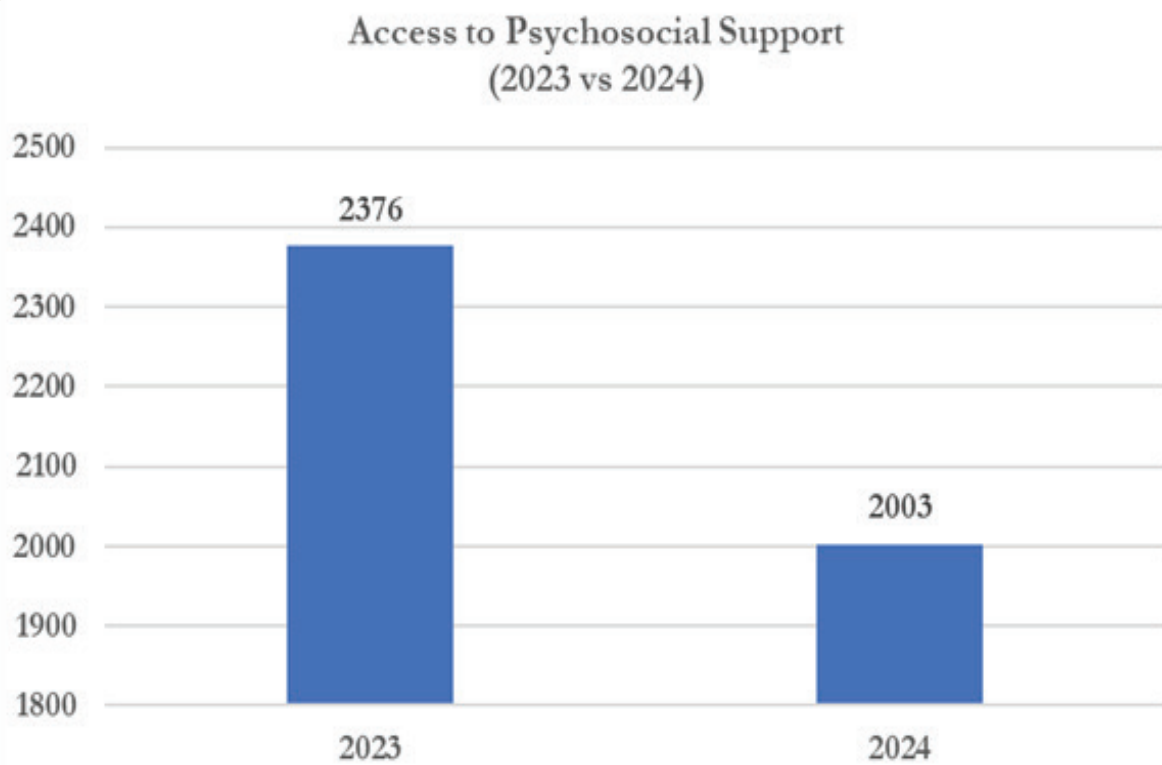
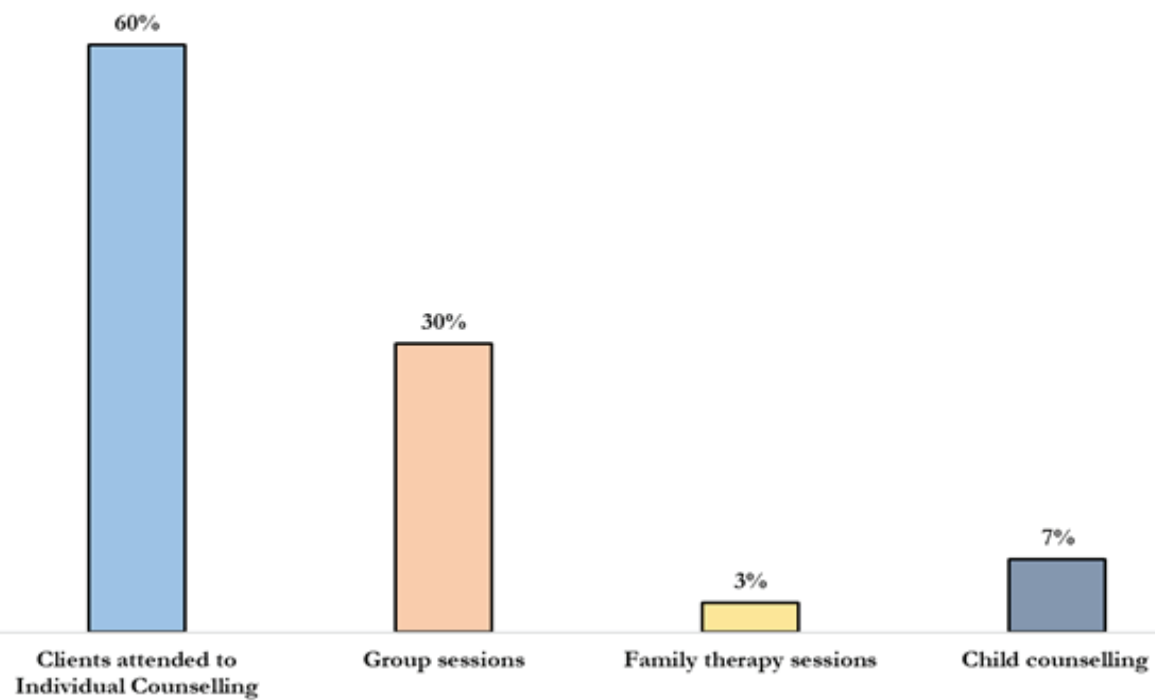


Community Based Counsellors, Protection Monitors, Refugee Led Organizations, and community leaders during a basic counselling training in Nairobi. Photo Credit: RCK.

3.2 Mental Health and Psychosocial Support Pillar

3.2.1 Enhanced mental health and psychosocial support among forced migrants and the host population

In 2024, a total of 2,003 clients were attended to under Mental Health and Psychosocial Support. 60% of the clients received individual counselling, 30% participated in group counselling sessions, 3% attended family therapy sessions, and 7% received child counselling services. The table highlights the interventions received by the clients, with data disaggregated per office.



Intervention sessions	Areas of Operation				
	Dadaab	Garissa	Kakuma	Mombasa	Nairobi
One-on-one counselling	626	196	72	21	287
Group therapies	212	323	0	0	56
Family therapies	44	0	0	0	16
Child counselling	40	86	0	15	9

Clients attended to per office and the interventions offered.

The presenting issues that caused psychological distress included discrimination concerns, financial stressors, interpersonal conflicts, medical complications, experiences of sexual violence, poor living conditions, loss and grief, physical assault, domestic violence, forced marriage, and documentation-related issues.

Individual counselling sessions have helped project participants significantly reduce the symptoms of trauma and navigate through other psychological distress. They have fostered resilience in coping with various stressors through behavioural coaching and by highlighting clients' strengths and problem-solving skills. The effectiveness of counselling is evident in the milestones achieved by clients, improved scores on evaluation tests, increased levels of self-awareness during follow-up sessions, and improved interpersonal relationships, as participants showed to be more empathic and improved in effective communication.

The table below is the disaggregation of clients attended to as per their gender and region.

Area of Operation	Clients attended to			
	Men	Women	Boys	Girls
Dadaab	270	612	14	26
Garissa	249	270	11	75
Kakuma	23	49	0	0
Mombasa	9	12	0	15
Nairobi	144	215	2	7

Other interventions implemented to enhance mental health and psychosocial support among forced migrants and the host population are as discussed below:

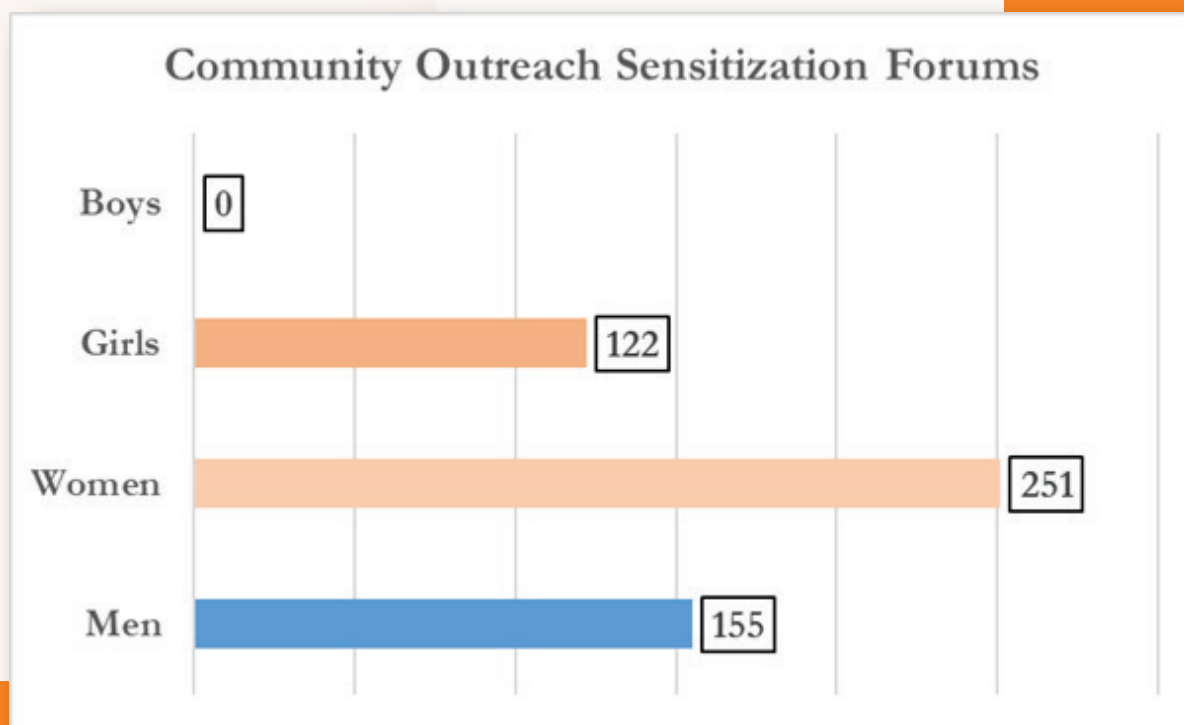
52 Community-Based Counsellors (CBCs) were recruited (30 in Dadaab, 11 in Garissa, 3 in Kakuma, and 8 in Nairobi), reaching a total of 2,085 forcibly displaced and stateless persons (FDSPs) (740 men, 1,277 women, 37 boys, and 70 girls). The community-based counsellors ensured . easy access to basic mental health services, psychological first aid, and referral pathways within the community through regular visits to households and collaborations with community leaders in response to incidents such as GBV and interpersonal conflicts. Individual clients who presented to the organization's field offices have occasionally provided feedback that the CBCs have supported them in accessing services at other agencies. These clients noted that, when they attempted to go alone, they were often prevented from accessing the offices. The CBCs conducted 490 home visits, reaching (196 men, 363 women, 20 boys, and 46 girls). They also conducted follow-up sessions to assess their resilience and coping mechanisms. Individuals who have been observed to be struggling with life stressors during home visits and follow-ups have been initiated into group and family therapy sessions to maximize healthy coping reservoirs.

Additionally, 67 Community-Based Counsellors (29 male, 38 female) were trained on requisite counselling skills. The training sessions aimed to boost participants' knowledge and techniques while supporting individuals experiencing mental distress.

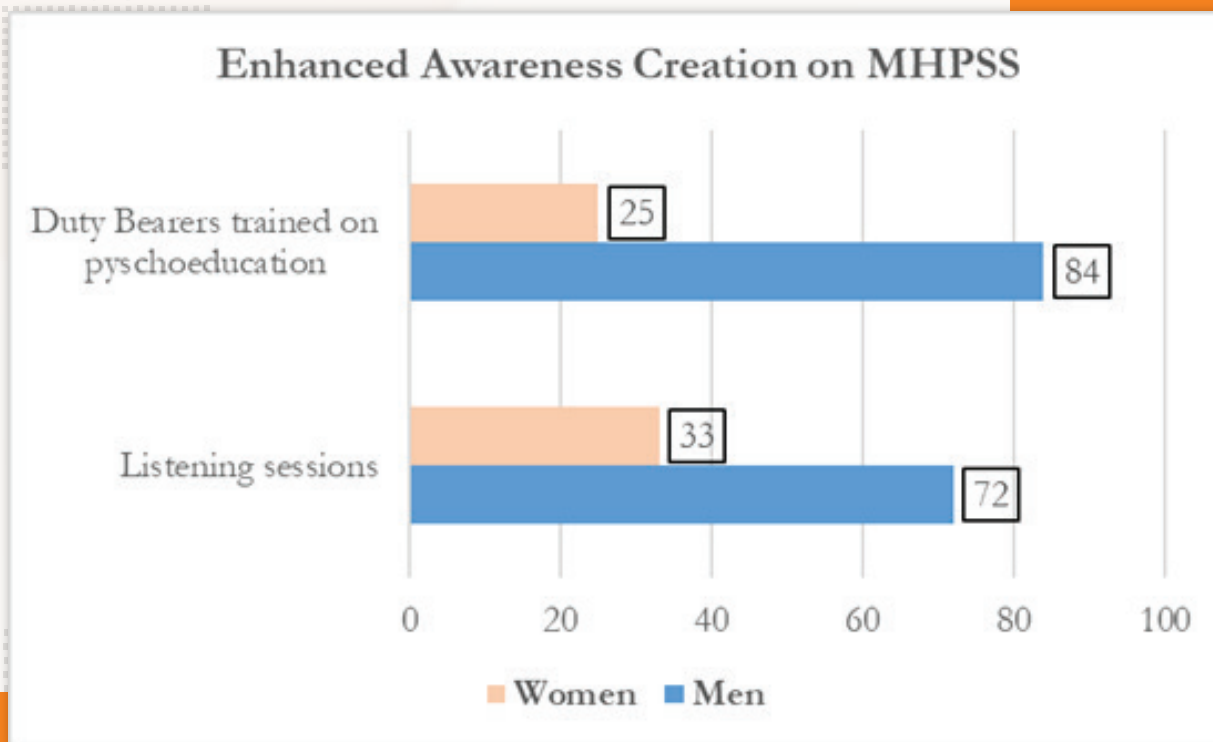
The comprehensive training developed participants' therapeutic techniques, sharpened their capacity for effective communication, enhanced their knowledge of Psychological First Aid, and provided essential tips on maintaining self-care and addressing burnout. In one of the sessions, there was an average increase of 24% in the scores between pre- (76%) and post-tests (100%), highlighting a significant improvement in essential counselling knowledge. The regular training sessions and ongoing practice have, therefore, resulted in improved community-based support, as they have fostered confidence and empathy in assisting displaced populations.

3.2.2 Enhanced awareness creation of mental health and trauma management among forced migrants and the host population

RCK conducted 15 community outreach, sensitization, and psychoeducation sessions in Dadaab, Garissa, Kakuma, Mombasa, and Nairobi, reaching 528 beneficiaries (155 men, 251 women, 122 girls, and 0 boys) as illustrated below.



Additionally, 7 listening sessions were conducted in Dadaab and Garissa, reaching 105 beneficiaries (72 men and 33 women), while 109 duty bearers (84 men and 25 women) were provided with psychoeducation on various topics.



Moreover, 20 community dialogue forums were organized in Dadaab, Garissa, Kakuma, Mombasa, and Nairobi on mental health, reaching 568 participants (386 men and 182 women). The forums and discussions were critical platforms where the participants demonstrated a shift in detrimental myths about mental health and illness. In one of the forums, for example, when asked whether “self-care is a cure for mental health issues,” participants initially struggled, but were later articulate that, while self-care has positive effects on mental health, it is not a cure for mental illnesses. In yet another training, participants could reiterate how communication or sharing difficult experiences with trusted significant others and consulting with a mental health professional is helpful in dealing with mental distress.

3.2.3 Improved information dissemination on mental health and trauma management among forced migrants and the host population.

During the reporting period, five radio talk shows were conducted, reaching a minimum of 3,000 listeners per program. Four of these were done at Radio Gargar in the Dadaab Refugee Camp, and one at Star FM in Garissa town. These sessions provided a significant platform to educate listeners on various aspects of mental health and illness.

The radio talk shows encouraged deliberate routines in maintaining mental and physical health. Such routines would range from maintaining healthy relationships with oneself and others, maintaining sleep hygiene and rest, physical activity, healthy eating, personal hygiene, socializing with friends and family, and regularly consulting professionals for optimal physical and mental health. The sessions proved to be enlightening to listeners, as demonstrated through feedback calls by the audience. In one of the talk shows at Radio Gargar, for example, two of the nine callers noted that the use of miraa (khat) has become a significant issue in the Dadaab camps and urged other listeners to avoid the substance due to its detrimental effects on health and social life.

Challenges

- » The dwindling funding space by donors saw prioritization of areas in Ukraine-Russia, Palestine-Israel, as an example, which limited opportunities within other regions. More attention was therefore geared towards immediate crisis response over long-term prevention and capacity-building efforts within the region.
- » Political/social unrest in the areas of implementation. With frustrations expressed due to the Financial Bill, 2024, many Kenyans took to the streets to demonstrate their disapproval of the Bill. With the nationwide protests taking the forefront, movement was curtailed on the days of protests as almost everything had to be halted, for the safety of the DPHCs, other stakeholders and the staff as well.
- » Climate change. In Kenya, the heavier-than-usual precipitation experienced in the last quarter of 2023 resulted in severe flooding that caused over 1,700 fatalities and displaced 64,500 households. The impact of these floods was beyond imagination when the March-May long rains also led to flooding that caused 315 deaths, with 58,641 households being displaced. The ensuing flooding washed away 298,673 acres of agricultural land and 9,367 livestock. These floods led to an overwhelming need within the already vulnerable and indigent population of DPHCs.
- » Drugs and substance abuse has emerged as a significant issue within Kakuma, exacerbating tensions and social unrest among its inhabitants. With limited access to opportunities and resources, many individuals, particularly young adults, turn to drugs as a means of escape or a coping mechanism for the harsh realities of camp life. The proliferation of illicit substances not only fuels addiction but also fosters an underground economy, leading to competition, exploitation, and violence. Moreover, substance abuse often leads to erratic behaviour, exacerbating interpersonal conflicts and contributing to a cycle of instability within the camp community.
- » Mental health challenges and trauma: The financial and social challenges within Kenya in 2024 exerted profound effects on the mental health of its inhabitants, simultaneously reflecting and shaping their psychological well-being. The experience of displacement, trauma, and uncertainty can lead to a range of mental health challenges, including anxiety, depression, and post-traumatic stress disorder (PTSD). Living in overcrowded conditions with limited access to basic services and opportunities exacerbates stress and feelings of powerlessness, further compromising mental well-being. Additionally, the lack of privacy (in camp settings), limited social support networks, and economic prospects contributed to a sense of isolation and hopelessness among refugees, compounding the burden of their mental health.

Lessons learnt

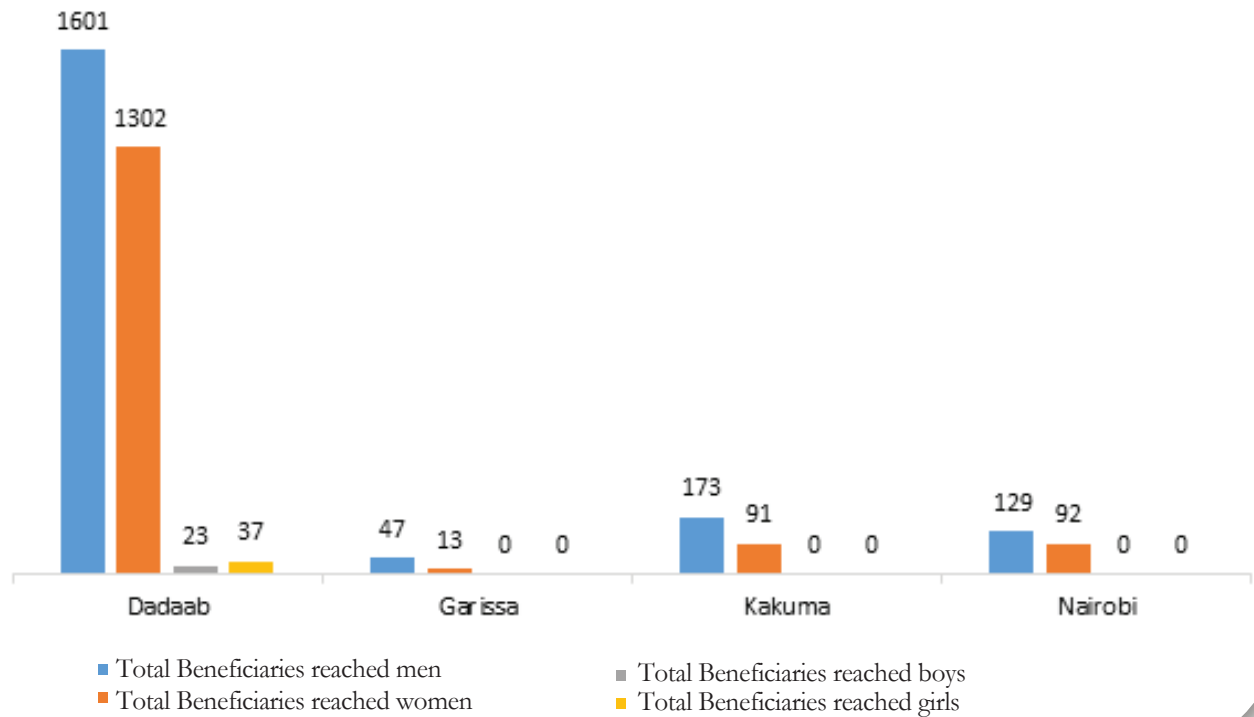
- » Engaging RLOs, CBOs, and WROs, in addition to our community resource persons, is beneficial since they have a deeper understanding of the community's cultural context and are more likely to provide support that is culturally relevant. By being trained in MHPSS, they delivered interventions that respect local traditions, beliefs, and coping mechanisms, ensuring more effective and accepted care.
- » Partnership and collaboration with other agencies and GOK (local government department, such as GBVRCs and health care providers) has improved the scope of RCK's interventions.
- » Adoption of culturally sensitive approaches and community-tailored interventions such as AJS, premarital counselling, and other positive culture-based approaches was widely accepted and impactful.
- » Community-led conversations have been beneficial in enhancing the communal MHPSS, especially for male beneficiaries who have expressed growing trust and benefited from counselling services.



RCK MHPSS Officer in Garissa; Marion, conducting a group therapy de-brief session at Garissa Main and Women Prisons for officers

3.3 Peace and Social Justice Pillar

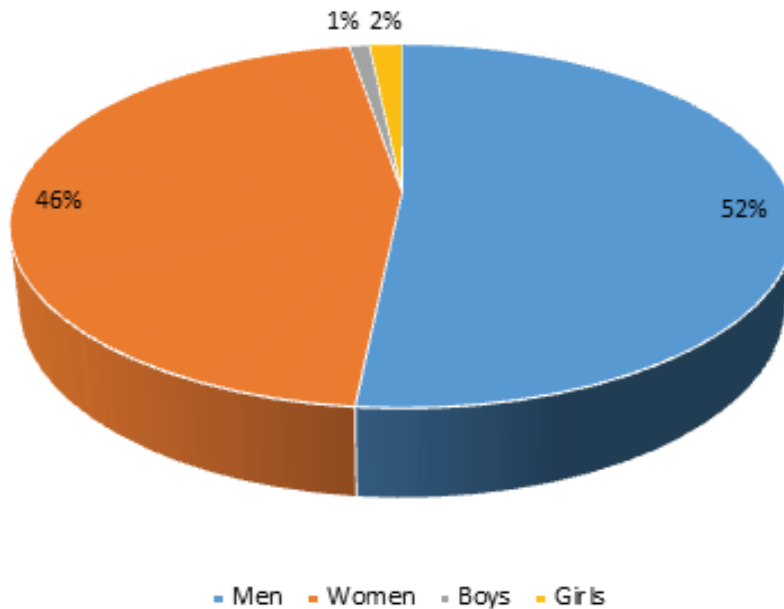
Beneficiaries reached in the Peace and Social Justice Pillar



A total of 3,488 beneficiaries (1,933 men, 1,495 women, 23 boys, and 37 girls) were reached across Dadaab, Garissa, Nairobi, and Kakuma through activities aimed at enhancing peace and social justice. These interventions focused on three major outputs: enhanced involvement in peacebuilding activities, increased awareness of social governance and peacebuilding initiatives, and improved information dissemination on peacebuilding and conflict resolution.

3.3.1 Enhanced involvement in peacebuilding activities

Percentage of Beneficiaries by Gender



A total of 2,303 beneficiaries (1,188 men, 1,055 women, 23 boys, and 37 girls) demonstrated an enhanced involvement and participation in peacebuilding efforts which was achieved through activities that incorporated a community engagement and participatory approach. These activities included:

i) Sports tournaments which provided an opportunity for youths from diverse ethnic groups to come together, interact, and build relationships that promote dialogue and cohesion. Prior to the tournaments, there were high tensions among the various ethnic groups, especially among the youth population. After the various tournaments, the beneficiaries reported reduced inter-ethnic conflicts, reduced stereotypes, increased dialogue in solving conflicts, and strengthened bonds between the community members.

During a post-intervention assessment, a participant stated, “The tournaments has strengthened our relationships with each other as youths, we have been able to make friends with other youths from different locations and ethnic groups which has helped in understanding how different we are and embracing the differences. This has contributed to a reduction in misunderstandings, which often lead to conflicts.”

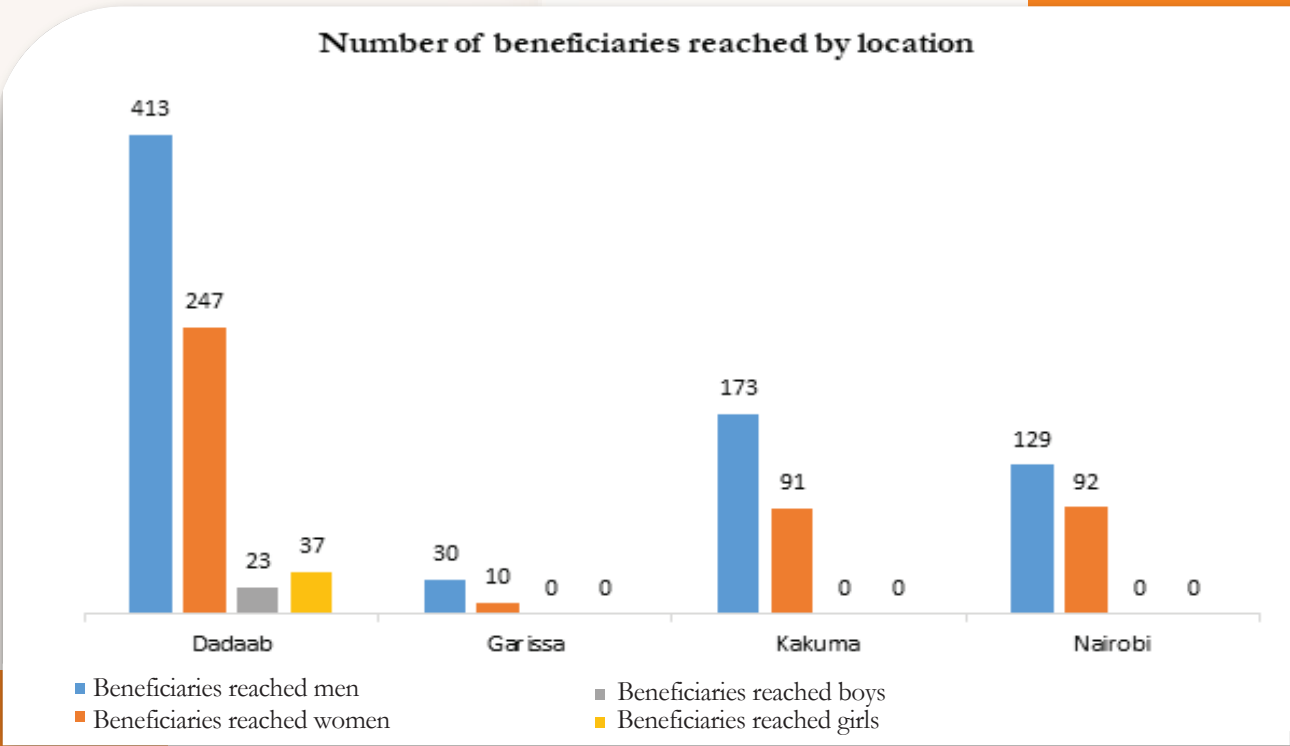
ii) Youth exchange programs contributed to an increase in cross-cultural understanding by bringing together youths from diverse groups and backgrounds. The participants demonstrated 38% improved understanding of the challenges faced by their fellows from different ethnic groups and were able to express empathy towards each other.

iii) Youth civic engagement activities, such as crowd control at water points, empowered the youths to take active roles in local governance and conflict resolution, leading to a notable reduction of conflict at water points. This has been evident through the reduction in beneficiary visits to the RCK office for both psychosocial and legal support due to conflict at the water points.



Stock City and Top Boys pose for a photo after a football match.

3.3.1 Enhanced involvement in peacebuilding activities



A total of 1,245 beneficiaries (745 men, 440 women, 23 boys, and 37 girls) demonstrated an increase in their awareness and knowledge of social governance and peacebuilding. This was achieved through various activities including roundtable discussions, school debates, barazas involving police officers, community members, and Community Protection and Policing Teams, Alternative Justice System sensitization forums to enhance participants' knowledge of peaceful dispute resolution, youth life skills training to build resilience and leadership, coffee bar sessions with elders, religious leaders, clan leaders, and community leaders, and community-led dialogue forums to address tensions within the community.

Pre and post-evaluation assessments indicated an average of 53% increase in the beneficiaries' understanding of governance and peacebuilding.

During a post-intervention assessment at Hagadera camp, Hassan, a camp leader, reported applying the skills gained during the Alternative Justice System training to solve conflicts at the

Hassan stated *“Two men were having conflict over a land issue, as a leader in the community, I was able to use the knowledge I gained in conflict resolution trainings on this case, me together with other community elders were able to amicably solve this issue and close the case successfully before it escalated to something bigger”* He added, *“The training has also helped me understand which cases should be solved at the community level and which cases should be escalated to the police. I learnt that rape cases should not be solved through masla-ha.”*

The participatory approach used in these sessions encouraged a sense of ownership and meaningful dialogue. The inclusion of diverse groups, including youths, elders, and different ethnic communities, provided a holistic approach to peacebuilding.

Lessons learnt

- » Community events bring together individuals from diverse groups strengthening their interaction, understanding and acceptance of diversity which leads to enhanced social cohesion.
- » Strengthening support networks provides resources and assistance that promote social safety nets and enhance resilience.



RCK officer distributing brochures during a football match.

3.4 Women and Girls Economic Empowerment Pillar



*Project participant serving food, at her hotel, during the impact monitoring mission at Garissa town.
Photo Credit: RCK.*

3.4.1 Sensitization and access to SGBV recovery support services

Area of Operation	Clients attended to			
	Men	Women	Boys	Girls
Dadaab	-	16	-	-
Garissa	36	23	-	-
Kakuma	27	10	-	-
Nairobi	-	-	9	12

The interventions used to reach clients included community sensitization on harmful gender norms and beliefs, access to recovery support for SGBV victims at the Dadaab Gender Based Violence Recovery Centre (GBVRC), and training of stakeholders such as Community Policing and Protection Teams (CPPTs), police officers, community leaders, and CUCs on identifying and supporting SGBV survivors in accessing justice. Additionally, awareness campaigns enhanced community knowledge on SGBV drivers, negative outcomes, and sexual and reproductive health (SRH), including menstrual health management (MHM/MHH) and sex education for school-going boys and girls.

3.4.2 Enhanced economic empowerment of women and girls



Project participant with her client, at her salon, during the impact monitoring mission at Madogo Center, Tana River.
Photo Credit: RCK.

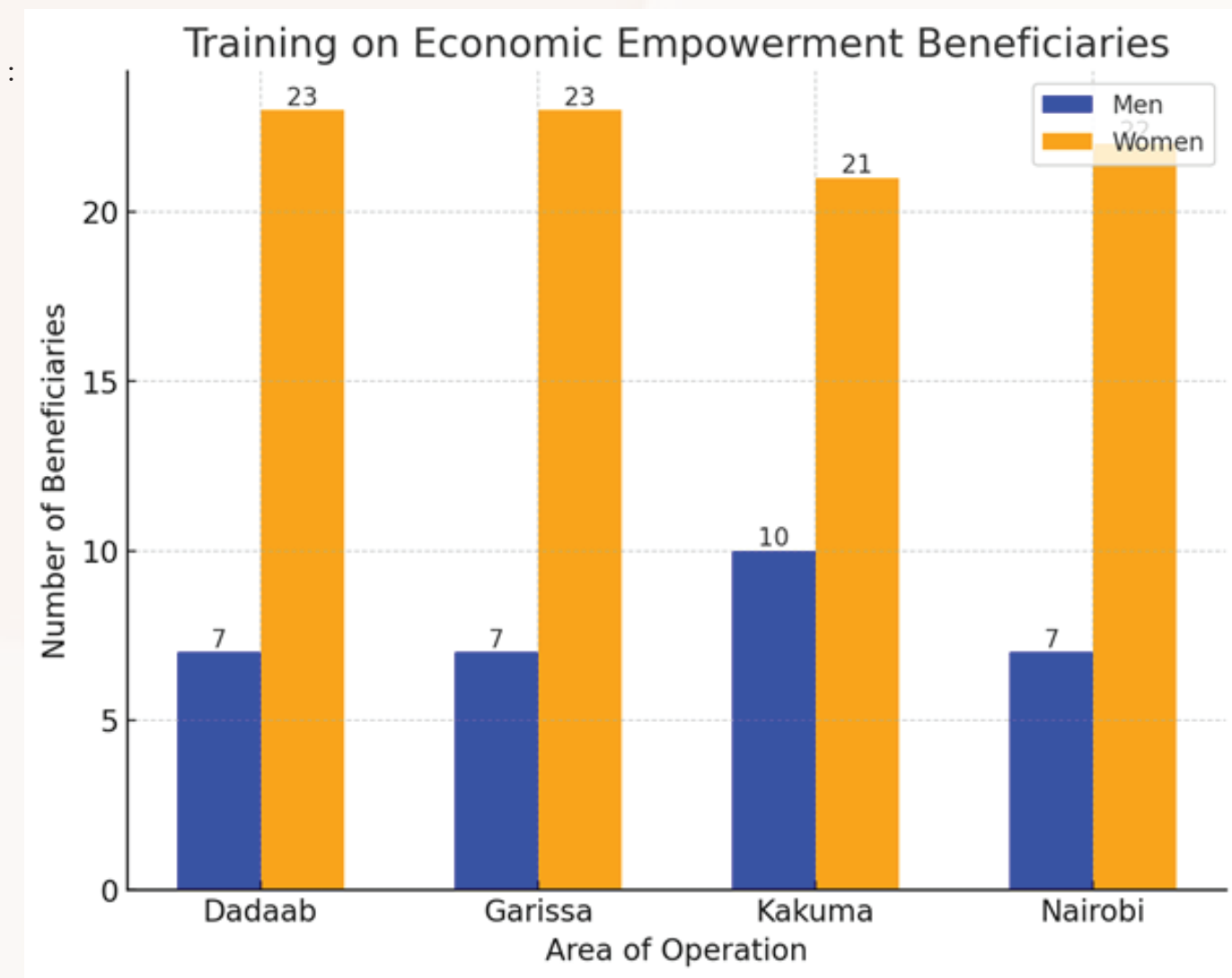
3.4.3 Training on economic empowerment Beneficiaries

Area of Operation	Clients attended to	
	Men	Women
Dadaab	7	23
Garissa	7	23
Kakuma	10	21
Nairobi	7	22

Beneficiaries received entrepreneurial training, covering key aspects such as business plan preparation, financial management, business registration, and other essential skills. The training participants included 60 females and 19 males aged 18–35 years, as well as 33 females and 8 males over the age of 35. Additionally, five persons with disability (2 females and 3 males) participated in the training.

During a post-training assessment, one female participant reflected on the lessons she learned, stating, *"One of the key takeaways from the training was the importance of managing borrowing carefully. Poor lending, whether to friends or clients who fail to repay their debts on time, can lead to the collapse of my business."*

She also highlighted the significance of saving and financial management, adding, *"Even when I buy milk for my children, I take from the little profit I have made and save the rest. These days, I do not mix business with family finances. I have learned to be disciplined with money."*



3.4.4 Provision of capital goods to EE beneficiaries

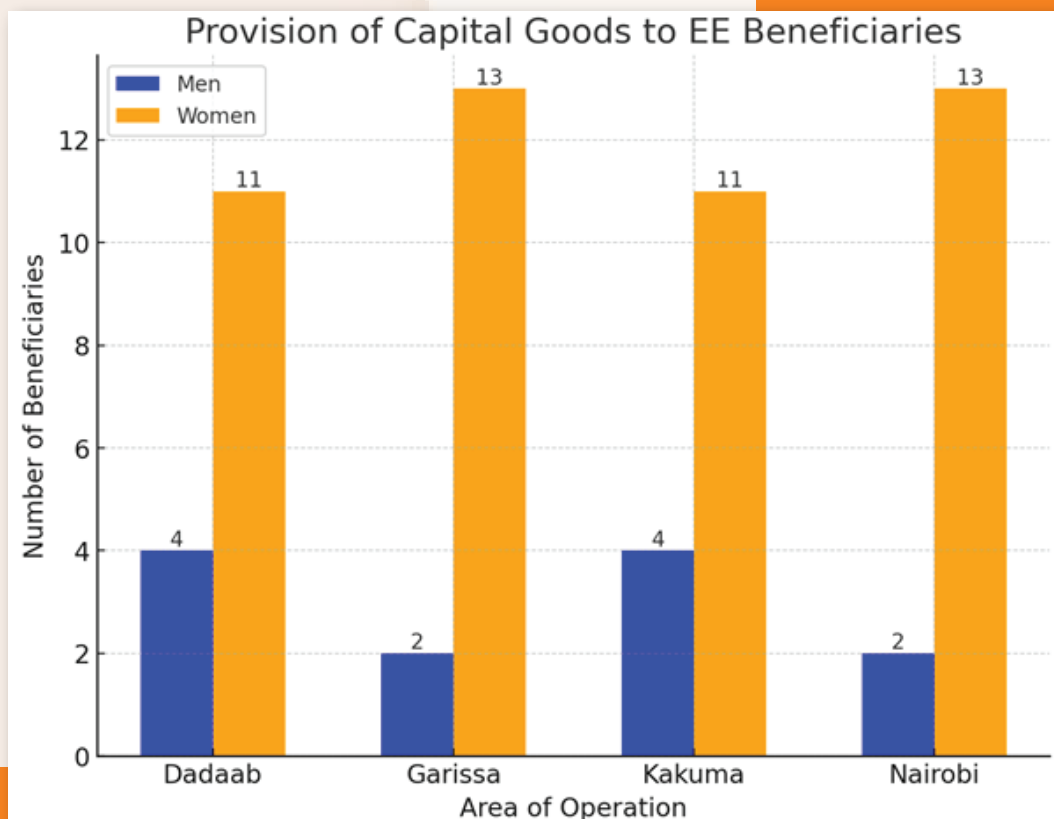
Area of Operation	Clients attended to	
	Men	Women
Dadaab	4	11
Garissa	2	13
Kakuma	4	11
Nairobi	2	13

60 out of 120 trained in economic empowerment beneficiaries were provided with capital goods, which were distributed across various industries as follows: 16 were allocated to food kiosks, groceries, and hotels; 12 to second-hand clothes, tailoring, vitenge, tie & dye, and shoes; 12 to beauty shops, barbershops, salons, cosmetics, and jewellery; 8 to retail and general shops; 7 to livestock, agriculture, and animal husbandry; 3 to phone accessories and electronics; and 2 for soap and shampoo production.

One of the beneficiaries, a female salon owner in Kalobeyei, shared how the support transformed her business: *“Before RCK’s support, I struggled to keep my salon running because I had no power for my equipment. Many days, I had to turn clients away, and business was slow. But with the generator and materials I received, I was able to expand my workspace and serve more customers. Now, my business is doing well, and I make a profit of up to Ksh 500 a day.”*

Upon assessing the beneficiaries using the Project-Level Women’s Empowerment in Agriculture Index (pro-WEAI) tool, 89% of women beneficiaries were found to be empowered, demonstrating empowerment in at least 9 out of 12 indicators across the three dimensions of agency (Intrinsic, Instrumental, and Collective).

She also highlighted the significance of saving and financial management, adding, "Even when I buy milk for my children, I take from the little profit I have made and save the rest. These days, I do not mix business with family finances. I have learned to be disciplined with money."



3.4.5 Engage stakeholders through the GBV technical working group

RCK actively participated in GBV technical working groups across all offices, culminating in its involvement in the 16 Days of Activism Against Gender-Based Violence commemoration. The Kakuma and Garissa teams took part in the End Femicide March in their respective counties, reinforcing RCK's commitment to advocating against gender-based violence.



RCK staff during the End Femicide March in Kakuma.

Challenges

- » Limited Access to Education for Women and Girls – Cultural norms hinder education uptake, leading to low literacy levels among women and girls.
- » Barriers for Female Entrepreneurs – Women face restrictive cultural roles, limited financial support, and market saturation due to lack of skill diversification, with many engaging in similar trades like tailoring, henna art, and tie-and-dye.
- » Ineffective Vocational Training Referrals – Many beneficiaries struggle to afford tuition fees and training equipment, reducing the impact of vocational training programs.
- » Resource Constraints for Reproductive Health Awareness – Limited funding hinders sensitization efforts on issues like endometriosis and fistula, particularly in conservative communities.

- » SGBV perpetrators Evading Justice – Some offenders flee to inaccessible areas, making it difficult to hold them accountable.
- » Witness Tampering and Intimidation – Many SGBV witnesses face threats from perpetrators and their families, discouraging them from testifying.
- » Delayed Justice and External Pressure – Lengthy legal processes frustrate survivors, leading some to succumb to pressure and opt for the maslaha system in exchange for compensation.

Lessons learnt

- » Engagement with community leaders and Maslaha leaders plays a crucial role in challenging social norms that stigmatize GBV survivors and pressure them to withdraw reports or already filed cases. Strengthening these engagements can foster a more supportive environment for survivors seeking justice.

3.5 Organization Development (OD)

1. 2024 (OD) Performance

The year 2024 has seen RCK scale up its operations despite reduced funding support for refugee protection in Kenya. Escalating global conflicts in the Democratic Republic of Congo, the Middle East, and Ukraine/Russia have led to a shift in donor funding for humanitarian assistance in Kenya. Nevertheless, RCK has managed to sustain relationships with major donors, including UNHCR, IKEA Foundation, the Royal Danish Embassy, and the Netherlands Embassy. Kenya's economic performance has been marked by significant uncertainty, with the Kenyan Shilling depreciating to a low of KES 165 to the dollar before appreciating to KES 127. Furthermore, increased taxes and levies, including the affordable housing levy and NSSF contributions, have negatively impacted humanitarian actors and their employees.

However, RCK was able to mitigate these challenges and expanded its services to persons of concern as well as its areas of operation. The organisation successfully opened an office in Mombasa with the support of HIAS and the IKEA Foundation. Additionally, staffing levels were increased to fill new positions created under the revised 2023–2027 Strategic Plan. RCK's budget grew from KES 245 million to KES 503 million, more than doubling the scale of its operations. Key operational and financial performance highlights are summarized below. Furthermore, RCK's protection services and accountability were recognised by the Law Society of Kenya (LSK), which awarded the organisation the Civil Society of the Year.

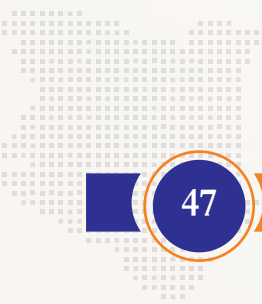


2. Human Resource Management

RCK successfully recruited staff and fully implemented the aspirations of the 2023–2027 Strategic Plan along with the revised organogram, which restructured the organisation from four programs into five pillars and increased positions to support them. The new roles filled included sector/pillar heads, communication officers, peace and social justice officers, and monitoring and evaluation (M&E) officers. Additionally, the number of personnel in some existing positions was increased. Staff engagement was evenly distributed between female and male employees. The table below provides a summary of personnel engaged during the year, broken down by RCK regional office. It represents the number and positions of personnel engaged in 2024.

Table 1 - Personnel Engaged Per Office, Per Position

		Female	Male	Grand Total
DADAAB		9	13	21
Field Coordinator			1	1
Project Officer-Lawyer		3	2	5
Finance Officer			2	2
Project Officer-Psychosocial Counsellor		2	3	5
MEAL/Communication Officer		1		1
Office Assistant		1		1



Drivers			3	3
Intern-legal		1	2	3
GARISSA/MWINGI		7	8	15
Field Coordinator		1		1
Finance Officer			1	1
Project Officer-Lawyer		3	1	4
Project Officer-Psychosocial Counsellor		1		1
Consultant-Psychosocial Counsellor			1	1
Drivers			2	2
Office Assistant		1		1
Intern-legal/EE		1	3	4
KAKUMA		7	10	17
Field Coordinator			1	1
Project Officer-Lawyer		4	1	5
Project Officer-Psychosocial Counsellor			1	1
Finance Officer			2	2
MEAL/Communication Officer			1	1
Project Officer-Peace & Social Justice		1		1
Drivers			2	2
Intern-legal/EE		1	2	3
Office Assistant		1		1
MOMBASA		3	1	4
Project Officer-Lawyer		1		1
Project Officer-Psychosocial Counsellor		1		1
Intern-legal		1	1	2
NAIROBI		27	21	49
Executive Director			1	1
Director of Programs		1		1
Director of Finance and Admin			1	1
MEAL/Communication Officer		1	2	3
Manager - MPHSS Sector		1		1
Manager - Peace Social Justice			1	1
Manager-Women & Girls Empowerment		1		1
Manager-Legal Aid & Governance		1		1
Resource Mobilization Officer			1	1
Senior Finance Officer			1	1
Compliance Officer		1		1
Human Resource Officer		1		1
Admin and Security Officer		1		1

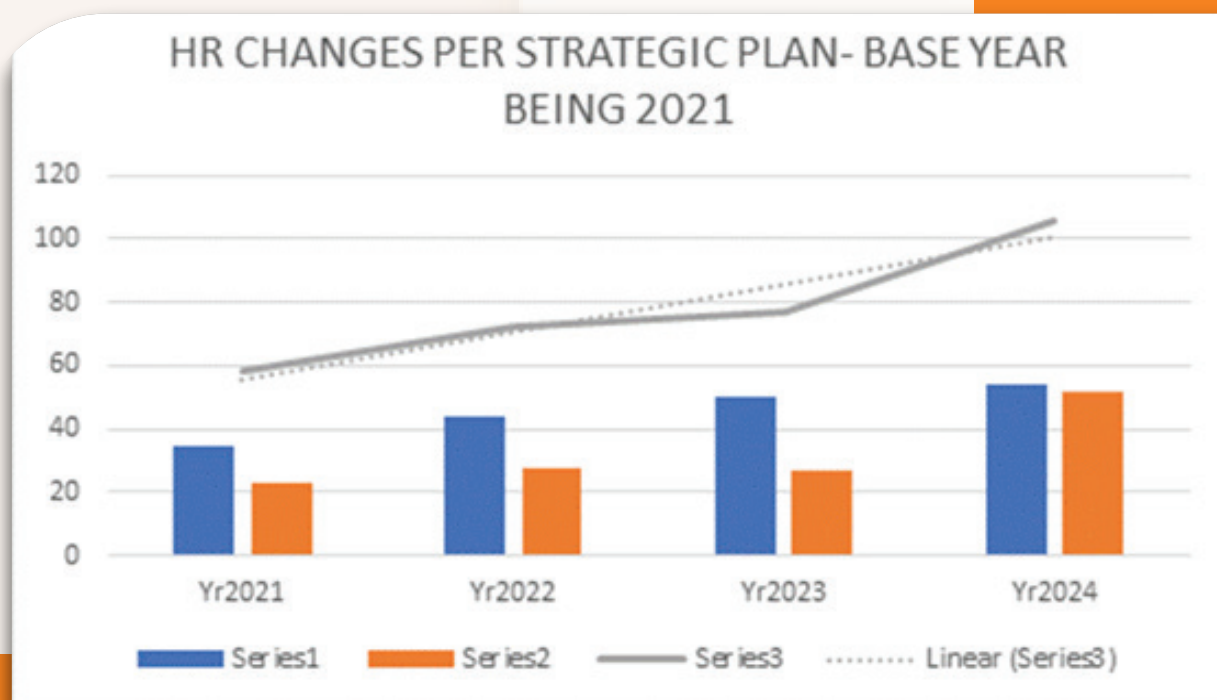
Graph-3 Personnel Per Office/Area of Operation

Project Officer-Lawyer		6	3	9
Project Officer-Psychosocial Counsellor		2	1	3
Project Office-ICT			2	2
Project Officer-Communication			1	1
Administrative Officer		1		1
Finance Officer		1		1
Project Officer- Women & Girls Empowerment		1		1
Procurement Officer		1		1
Drivers			2	2
Office Assistant		1		1
Intern-legal/EE		2		2
Intern-legal/EE		4	5	9
Volunteer		1		1
Grand Total		54	52	106

Graph-1



Graph -2 Human Resources engaged during the implementation of the 2022-2027 Strategic plan



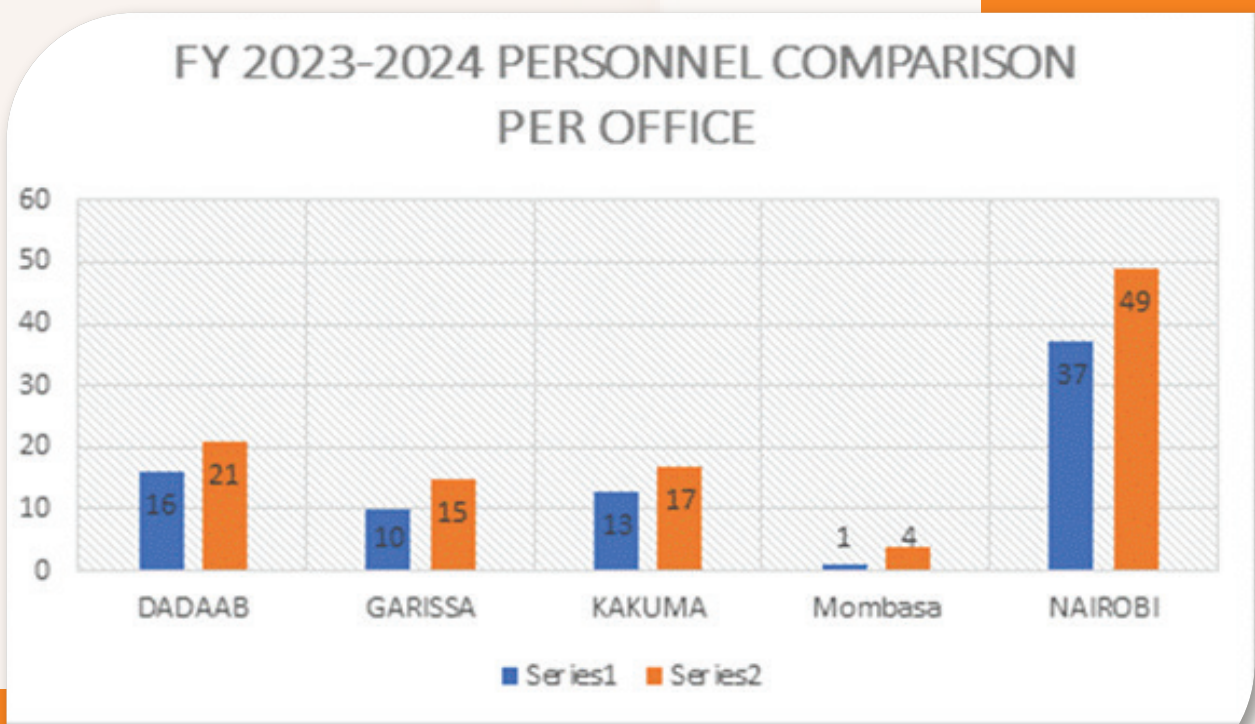
As demonstrated by the graph above, staff numbers increased by 38% compared to FY 2023 and by 83% compared to FY 2021, the baseline year for the 2023–2027 Strategic Plan. During the year, RCK enhanced staff welfare by improving the pay package and medical coverage. RCK also continued to work with a pool of incentive workers drawn from both refugee and host communities. These incentive workers are members of the host community who have either been trained by RCK or possess skills relevant to RCK’s work.

3. Operations and logistics

As indicated above, all offices witnessed an increase in staffing, including the newly established office in Mombasa. Although RCK has had a presence in Mombasa since 2022, the office was officially launched in April 2024 with support from HIAS and the IKEA Foundation. All offices now have MEAL officers and finance officers, and the coordination roles of area managers are formally recognized. The following chart illustrates the staff increase across the offices in 2024. Being service delivery-oriented, RCK’s office operations expanded accordingly, including growth in project activities, administrative costs, and personnel expenses.

The Board of Directors continues to provide strategic leadership to the organization. During the year, members visited the Kakuma/Kalobeyei Refugee Resettlement Scheme. RCK also increased its own vehicle fleet from 3 to 6, enhancing staff mobility and improving service delivery to persons of concern. This expansion has further reduced reliance on UNHCR-leased fleets while supporting UNHCR through co-funding its operations in Kenya. Additionally, the organization increased administrative staffing, including Security and Admin Officers, in recognition of the expanded operations and services.

Graph-3 Personnel Per Office/Area of Operation



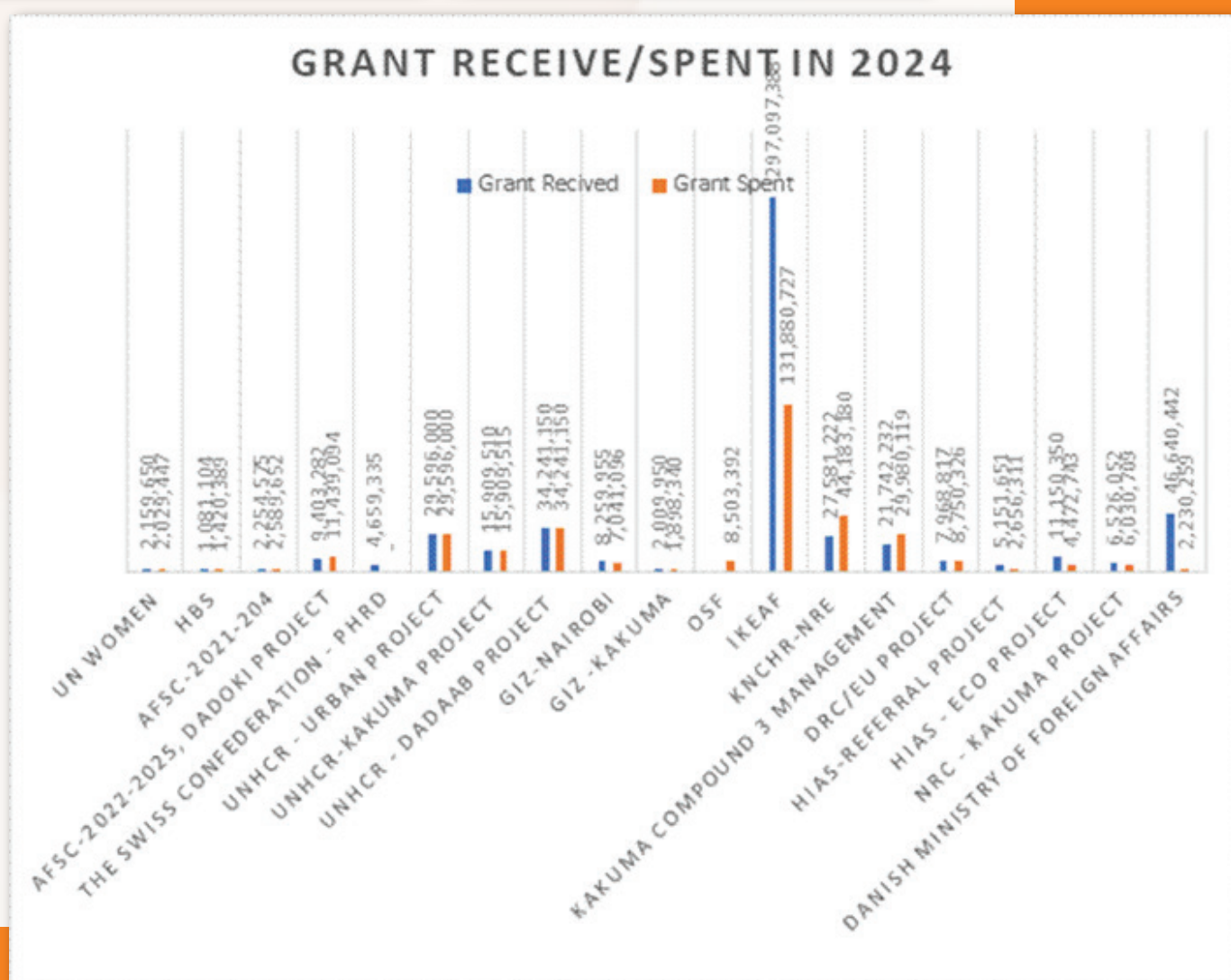
4. Financial Performance

RCK’s financial performance in 2024 sustained the positive trajectory established in previous years, showing increases across all key parameters, including funds received, cash flow, and project performance. The organisation onboarded 2 main donors i.e. IKEA Foundation and The Royal Embassy of Denmark, that contributed mainly to the increase of its grants by 200%. The growth is based on the 2022-2027 strategic plan under implementation.

Table 2 – Summary of Financial Performance Indicators

SUMMARY OF FINANCIAL CHANGES FY 2024 COMPARED TO 2023				
Description	YR 2024	FY 2023		
Grant Income Received	533,432,666	250,750,562	212.7%	é
Expenses	349,012,815	231,965,222	150.%	é
Cash & Cash Equivalent	265,926,875	53,386,385	498.%	é
Net Current Asset Ratio	1.09	1.42	76.%	ê
Income Charged during the year	361,708,529	233,869,909	154.66	é
RCK Net Income	12,695,714	1,904,686	666.55	é

Table 4 – Grants Received and Spent in 2024

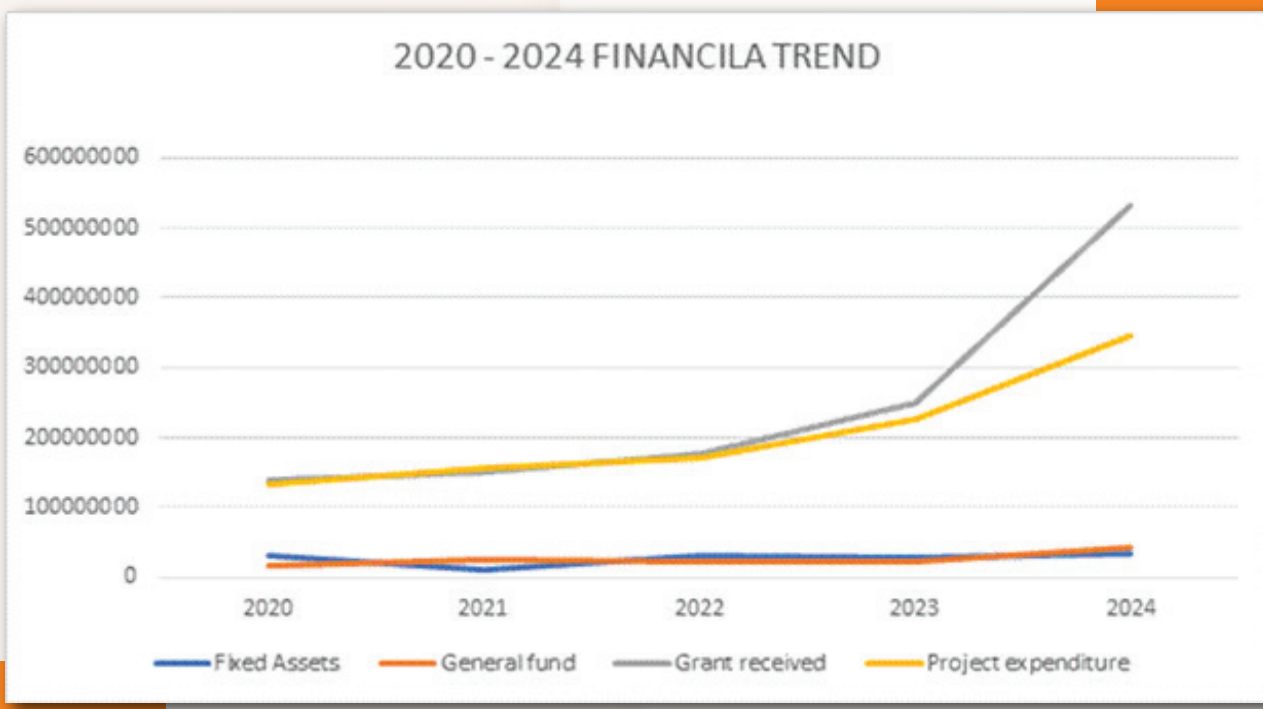






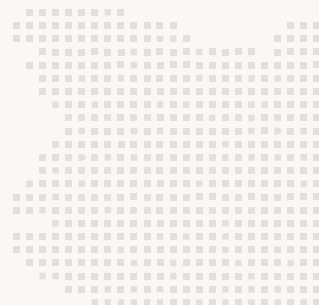


Graph 5: Amount Received in 2024 in Kenya Shillings



5. 2025 Outlook-Risks and Mitigation Measures

The year 2025 began on a positive note with the availability of funds for project implementation. RCK has maintained its existing donors from 2024, ensuring the sustainability of its operations. Broad-based and more impactful social initiatives will be transitioned into the current year, strengthened by an increased number of experienced staff. The organization has undergone major changes in scope, programs, and budget management, including celebrating its silver jubilee this year. There are significant trends in the current operational context, such as shifts in donor priorities. The recent directives from the US and specific European Union countries, including Germany, regarding funding reductions and evolving perspectives on humanitarian, peace, and development assistance have impacted the organization's ways of doing business.



PICTORIAL



1



2



3

1

All staff debriefing

1

End year closing ceremony

1

RCK Founder and Board Chair

4. Year Ahead

As Kenya shifts its refugee policy from decades of encampment toward socio-economic integration, it stands as a beacon of progressive reform in a world where many nations are adopting restrictive measures. This pivotal transition, enshrined in the Refugees Act 2021, promises to transform the lives of refugees by granting them access to rights, livelihoods, and essential services. In 2025, the Refugee Consortium of Kenya (RCK) will champion the full implementation of the Refugees Act 2021, ensuring its provisions translate into tangible change. We will advocate for refugees' access to legal work permits, recognition documents, and protection while providing critical services as per our strategic pillar to the displaced and host populations. Additionally, we will push for robust gender-based violence (GBV) prevention and response mechanisms in refugee settings, working closely with the state, non-state actors, private sector, displaced and host populations to align Kenya's policies with international standards, including the Global Compact on Refugees (GCR) and the Comprehensive Refugee Response Framework (CRRF).

We will aim at building on our past initiatives to create sustainable, self-reliant and resilient communities anchored on the refugee protection and management frameworks, including the Shirika Plan, which seeks to transform refugee camps into area-based integrated settlements. Through collaboration with donors, national and county governments, displaced and host communities, refugee led organizations, community-based organizations and like-minded partners, RCK will work collaboratively to champion inclusive policies that benefit both refugees and host communities, focus on socio-economic inclusion—ensuring access to essential services, human capacity development, economic opportunities, durable solutions, and complementary pathways.

Yet, even as Kenya embraces this progressive policy shift, new challenges emerge. Climate change-induced displacement is driving increased numbers of people across borders, particularly from the drought- and flood-stricken Horn of Africa. Unlike refugees fleeing conflict or persecution, those displaced by climate disasters lack a clear legal framework for protection. Therefore, we will lead efforts to address this gap, advocating for legal recognition of climate-displaced refugees, strengthening surveillance systems to distinguish displacement drivers, and promoting sustainable livelihoods to ease resource pressures and mitigate tensions between host and displaced communities.

Recognizing that strong institutions are key to lasting change, RCK will enhance the capacity of the national assembly, senate, and county governments to advance refugee-friendly legislations and policies. We will support legislative proposals, promote citizen participation in policymaking, and advocate for improved service delivery in water, education, and healthcare. Crucially, we will ensure that forcibly displaced persons (FDPs) and host communities are active participants in policy design and effective implementation, guaranteeing that solutions are truly responsive to their needs.

The escalating regional conflicts, including the ongoing unrest in Sudan and the DRC, continue to displace thousands, straining regional stability. In response, RCK will integrate conflict analysis, early warning systems, and conflict sensitivity into our strategic positioning aligned with our organizational goal. By understanding root causes such as competition over scarce resources or ethnic divisions, we will design interventions that mitigate rather than inflame tensions. In Kakuma and Dadaab, where new arrivals may heighten social friction, we will engage community leaders, women, and youth in dialogue, promote inclusive livelihoods, and advocate for policies that balance refugee rights with host community needs. Our goal is to transform settlements into models of coexistence and resilience, contributing to broader stability in East Africa.

To sustain this impact, RCK will deepen community empowerment through legal education, skills training, and grassroots leadership development. We will expand Training-of-Trainers (TOT) programs, equipping Refugee-Led Organizations (RLOs) and local leaders to advance legal awareness. Through workshops, public forums, and accessible materials in local languages, we will ensure that displaced and host communities understand their rights and can advocate for themselves.

In 2025, RCK will reinforce its commitment to advancing disability inclusion and gender mainstreaming at all levels of implementation, in alignment with our Strategic Plan 2023–2027. We will ensure equitable access to protection, services, and opportunities for refugees, asylum seekers, and the host communities we serve, with a focus on women, girls, and persons with disabilities as a fundamental prerequisite for meaningful inclusion. Building on insights and collaborations fostered through engagements with partners, we will embed accessibility and gender-responsive approaches more deeply into our programs, policies, and operational frameworks.

We will enhance institutional accountability, secure sustainable funding, and drive collaborative action to uphold the rights of displaced and host persons with disabilities and marginalized genders. Through prioritized capacity-building, inclusive advocacy, integrating innovative approaches through information and communications technology, and transformative partnerships, we will systematically challenge barriers and promote sustainable change. RCK will uphold its steadfast pledge to leave no one behind, creating environments where all individuals can thrive with dignity.

To achieve this, we invite all our donors, partners, friends of RCK, and the communities served to join us in forging a future defined not by displacement but by dignity, opportunity, and shared prosperity.

OUR LOCATIONS AND CONTACTS



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+254 703 820 361
Toll Free Line: 0800 720 868

DADAAB

UNHCR Dadaab, main office compound; Ifo 1, CARE compound; Dagahale, Peace Winds Japan Compound; Ifo 2, Peace Winds Japan Compound; and Hagadera near the UNHCR field compound.

Phone: +254 703 848 641, 0705 862 534
Address: P.O. Box 28, Dadaab, Kenya
Toll Free Line: 0800 721 692

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Compound 3, Kakuma town. Field offices are located at Kakuma 1, LWF compound; Kakuma 4 and the Kalobeyei reception center.

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GARISSA:

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