



REPUBLIC OF KENYA

MINISTRY OF LABOUR AND SOCIAL PROTECTION

DRAFT NATIONAL VOLUNTEERISM POLICY 2026

March, 2026

Foreword

Volunteerism is a powerful mechanism for fostering civic responsibility, solidarity, and shared national purpose. In Kenya, it is deeply embedded in our social fabric, cultural traditions, and community life, and has long played a critical role in complementing government action in service delivery, social protection, disaster response, environmental conservation, and community development. As the country advances its development aspirations under Kenya Vision 2030, the Fourth Medium Term Plan, and the Sustainable Development Goals (SDGs), volunteerism has emerged as a strategic and indispensable asset for inclusive growth, social cohesion, and national resilience.

The National Volunteerism Policy 2026 represents a renewed commitment by the Government of Kenya to systematically recognize, strengthen, and institutionalize volunteerism as a driver of sustainable development. This Policy builds on the foundations laid by the National Volunteerism Policy (2016), while responding to emerging socio-economic dynamics, technological change, evolving development priorities, and lessons drawn from nearly a decade of implementation. It addresses persistent gaps related to coordination, legal protection, data management, financing, inclusion, and recognition of volunteers, which have constrained the sector's full potential despite its demonstrated contribution to national development.

Volunteerism makes a significant economic and social contribution to Kenya, including through skills transfer, and community-led solutions. Beyond its economic value, volunteerism strengthens social capital, promotes active citizenship, empowers youth and vulnerable groups, and fosters a culture of service and patriotism. This Policy therefore positions volunteerism not merely as an act of goodwill, but as a structured, people-centred mechanism for human capital development, social protection, climate action, and community resilience.

The Policy provides a comprehensive framework for coordination across national and county governments, ministries, departments and agencies, civil society, the private sector, development partners, and volunteer-involving organizations. It emphasizes the protection of volunteers' rights and dignity, inclusive participation of marginalized groups, evidence-based planning through robust data systems, sustainable financing, and alignment with global and regional commitments, including United Nations resolutions on volunteerism and the African Union Agenda 2063. Through these measures, the Policy seeks to ensure that volunteerism is mainstreamed into national and county development planning and effectively contributes to Kenya's socio-economic transformation.

The successful implementation of this Policy will require collective ownership, strong partnerships, and sustained commitment from all stakeholders. I therefore call upon National and County Governments, non-state actors, the private sector, development partners, communities, and volunteers themselves to embrace this Policy and work collaboratively in translating its provisions

into tangible action and impact. By doing so, we will unlock the full potential of volunteerism as a force for unity, resilience, and shared prosperity.

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Acknowledgement

The development of the National Volunteerism Policy 2026 marks a significant milestone in Kenya's efforts to strengthen the governance, coordination, and impact of volunteerism as a driver of national development. This Policy is the outcome of extensive consultations with stakeholders across national and county governments, volunteer-involving organizations, civil society, the private sector, development partners, and volunteers themselves, ensuring that diverse perspectives were reflected.

Over the years, volunteerism in Kenya has expanded in scope, scale, and complexity. Volunteers now play an indispensable role in health, education, disaster response, climate action, youth development, social protection, and community empowerment. However, evidence has demonstrated the need for a more coherent and standardized framework to guide volunteer engagement, enhance coordination across sectors and levels of government, protect volunteers, and measure their socio-economic contribution. This Policy responds by providing clear policy direction, institutional arrangements, and implementation mechanisms.

The Policy places strong emphasis on data and evidence-based planning through strengthened management information systems, particularly the integration of volunteerism within the Community Development Management Information System (CDMIS). It further prioritizes capacity building, volunteer protection, inclusion of vulnerable and marginalized groups, and sustainable financing to ensure that volunteerism remains effective and impactful.

Implementation of this Policy will be guided by principles of equity, accountability, partnership, professionalism, and respect for the dignity of volunteers. The State Department for Social Protection and Senior Citizen Affairs will provide strategic coordination and oversight, working closely with actors in the volunteerism arena.

I wish to acknowledge and appreciate all stakeholders who contributed their time, expertise, and insights towards the development of this Policy. With collective effort, the National Volunteerism Policy 2026 will enhance the contribution of volunteerism to Kenya's socio-economic transformation and the wellbeing of its people.

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Principal Secretary

State Department for Social Protection and Senior Citizen Affairs

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Acronyms and Abbreviations

| | |
|--------|---|
| ADPs | Annual Development Plans |
| AG | Attorney General |
| AU | Africa Union |
| AUC | Africa Union Commission |
| AU-YVC | African Nations Youth Volunteer Corps |
| AYC | African Youth Charter |
| CBE | Competency-Based Education |
| CBOs | Community-Based Organizations |
| CDMIS | Community Development Information System |
| CHP | Community Health Promoters |
| CIDPs | County Integrated Development Plans |
| CoG | Council of Governors |
| CSI | Corporate Social Investment |
| CSOs | Civil Society Organizations |
| CSR | Corporate Social Responsibility |
| CVIC | County Volunteer Inter-Agency Committee |
| CVLP | Continental Volunteer Linkage Platform |
| EAC | East African Community |
| FBOs | Faith-based Organizations |
| GDD | Good Deeds Day |
| ICT | Information Communication and Technology |
| ICT | Information and Communications Technology Authority |
| ILO | International Labour Organization |
| INGOs | International Non-Governmental Organizations |
| IVD | International Volunteerism Day |
| KLRC | Kenya Law Reform Commission |

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| KNBS | Kenya National Bureau of Statistics |
| KRCS | Kenya Red Cross Society |
| MCDA | Ministries, Counties, Departments and Agencies |
| MDA | Ministries, Departments and Agencies |
| MERL | Monitoring, Evaluation, Research and Learning |
| MICDE | Ministry of Information, Communications and the Digital Economy |
| MIPAA | Madrid International Plan of Action on Ageing |
| MISs | Management Information Systems |
| MLSP | Ministry of Labour and Social Protection |
| MoE | Ministry of Education |
| MoH | Ministry of Health |
| MTP | Medium Term Plan |
| NCPWDs | National Council for Persons with Disabilities |
| NGEC | National Gender and Equality Commission |
| NIVC | National Inter-agency Volunteerism Committee |
| PBOs | Public Benefit Organizations |
| PPPs | Public Private Partnerships |
| SDGs | Sustainable Development Goals |
| UN | United Nations |
| UNGA | United Nations General Assembly |
| UNV | United Nations Volunteers |
| USD | United States Dollar |
| VIOs | Volunteer Involving Organizations |
| VOYA | Volunteer of the Year Awards |
| VSLAs | Village Savings and Loaning Associations |

Definition of Terms

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| Children Volunteers | Persons below 18 years engaged in supervised, age-appropriate, non-exploitative voluntary activities in line with the Children’s Act 2022, ensuring protection and best interests. |
| Code of Conduct | Principles and ethical standards guiding volunteers and Volunteer Involving Organizations to uphold professionalism and national values as enshrined in Article 10 of the Constitution. |
| Corporate Social Responsibility (CSR) | Voluntary corporate actions advancing social, economic, and environmental well-being. |
| Corporate Volunteering | Structured volunteer initiatives by corporate entities where employees contribute skills and time toward social, environmental, and community development aligned with Environmental and Safety Guiding principles. |
| Philanthropy | Voluntary giving of financial, material, or technical resources by individuals or organizations to support public good and complement state and community initiatives. |
| Retiree Volunteers | Professionals who have exited formal employment by virtue of attaining the age limit for retirement offering their experience and expertise voluntarily to support including mentorship, capacity building, and community service for public benefit. |
| The Ministry | The Ministry responsible for national coordination of volunteerism. |
| Volunteer | A person who, individually or within an organization, freely contributes their time, skills, and service for the benefit of others or their community, without expectation of financial gain, motivated by values of solidarity, compassion, and civic responsibility. |
| Volunteer Clubs | Formal or informal groups established within schools and institutions of higher learning to promote civic engagement, peer learning, community service, and a culture of patriotism and responsible citizenship among learners. |

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| Volunteer Involving Organizations (VIOs) | Entities that involve volunteers in their programmes including government agencies, PBOs, INGOs, CSOs, FBOs, CBOs, academic institutions and private sector. |
| Volunteerism | Volunteerism is the practice of individuals willingly offering their time, skills, knowledge, and resources, without expectation of financial gain, to benefit communities, promote social solidarity, and contribute to national development. |
| Vulnerable households | Households exposed to poverty or social exclusion due to disability, old age, illness, or limited assets, prioritized for volunteer-supported interventions under social protection frameworks. |
| Youth Volunteers | Young people aged 18–35 years who actively engage in voluntary activities for such purposes as foster leadership, innovation, employability, and community service, contributing to personal growth and national development. |

1.0 INTRODUCTION

1.1 Background

Volunteerism is a powerful force and an integral part of society's fabric. It serves as a vital catalyst for inclusive growth, civic participation, national development and regional solidarity. As a people-driven mechanism, volunteerism fosters cohesion, innovation, and shared responsibility in addressing community and national priorities. However, its full potential to contribute to sustainable and equitable development that delivers for all is yet to be fully harnessed.

The global commitment to recognizing and harnessing the role of volunteerism within government action continues to grow. The 2018 UN General Assembly (UNGA) resolution 314 on "*Volunteering for the 2030 Agenda for Sustainable Development*" encouraged governments to integrate volunteerism into national and international frameworks of action for achieving the Sustainable Development Goals (SDGs). The 2030 Agenda emphasizes the urgent need for countries to develop supportive infrastructures and measures that create an enabling environment for volunteerism. The United Nations (UN) further recognizes volunteer groups as an essential means of implementation of the 2030 Agenda, placing volunteerism at the centre of long-term strategies for sustainable peace and development.

At the regional level, the African Union (AU) strongly supports volunteerism, particularly among the youth, viewing it as a crucial driver for Africa's development, integration and the Pan-African spirit. Agenda 2063 envisions an Africa whose development is people-driven, harnessing the potential of youth, women, and communities. This policy aligns with this continental aspiration by institutionalizing volunteer effort as a catalyst for sustainable development and Pan-African cooperation.

In Kenya, volunteerism is recognized as a strategic national resource. It features in key policy frameworks including the Fourth Medium Term Plan (MTP IV) of the Kenya Vision 2030, and the Constitution of Kenya (2010). The fourth schedule of the Constitution assigns counties key responsibilities in areas such as health, early childhood education, disaster management and environmental conservation which are critical in complementing Government service delivery. These frameworks underscore the significance of volunteerism in advancing national development priorities and accelerating progress toward the SDGs.

Volunteerism in Kenya has deep roots in traditional communal practices that emphasized solidarity and collective action. Anchored in the philosophy of *harambee* (pulling together) and traditional African values of mutual support, volunteerism promotes civic participation, national unity, and inclusive growth. In the post-independence era, volunteerism evolved into more organized forms. Faith-based organizations played a leading role in establishing schools, hospitals, and humanitarian outreach programmes. Civil society groups emerged as advocates for social justice and community empowerment, while international volunteer programmes brought technical

expertise and support across multiple sectors. Government-led initiatives in health, education, disaster and emergency response, and youth development later created institutional frameworks for citizen participation. Together, these developments transformed informal volunteer traditions into structured programmes aligned with national priorities.

In the present and evolving context, volunteerism is practiced both formally and informally across diverse sectors, with participation from youth, women, men, retirees, professionals, and persons with disabilities. Volunteers contribute time, skills, and resources to advance public good while also gaining valuable experience, knowledge, and networks that enhance their own capacity. Volunteerism thus creates pathways for active citizenship, youth engagement, and professional development while complementing government interventions to strengthen community resilience and expand access to essential services.

Volunteerism promotes people-led approaches in service delivery to communities not only for addressing welfare challenges, disasters and calamities but also as a tool for promoting socio-economic development. In addition, volunteerism plays a vital role in enhancing food security, especially in Kenya where climate change, poverty, and limited access to resources threaten agricultural productivity and household nutrition. For instance, in times of shocks like droughts, volunteers help distribute food aid, manage relief assistance, and support vulnerable households in various ways. Also, volunteer-led savings groups like Village Savings and Loans Associations (VSLAs) help families build assets and diversify income, reducing long-term food insecurity. Various categories of volunteers exist including Youth Volunteers, Retired Volunteers, Online Volunteers, Institutional Based Volunteers, International Volunteers, Diaspora volunteers, Community-based volunteers, Children volunteers, Government volunteer initiatives and Professional volunteers.

As the country pursues its development agenda, structured and coordinated volunteerism will remain central to mobilizing citizens and institutions in collectively addressing socio-economic challenges and building a more resilient, equitable, and cohesive society.

1.2 Policy Issues Identification

The National Volunteerism Policy (2016) provided an important foundation for guiding engagement; however, it has not kept pace with emerging socio-economic dynamics, technological advancements, and evolving development priorities. The lack of a robust, updated, and well-coordinated framework to effectively harness and support volunteer efforts has limited the protection, motivation, and recognition of volunteers, thereby reducing their potential impact. The Executive Order No. 1 of 2025 provides for the coordination, management, and mainstreaming of volunteerism within national socio-economic policies in recognition of the need to coordinate Volunteerism initiative in the country.

According to the research conducted in 2017 by the State Department for Social Protection: “*Measuring the Contribution of Volunteer Work on Kenya’s Gross Domestic Product*” demonstrated the significant value of volunteerism volunteers contributed 669,630,288 hours in 2016, equivalent to approximately USD 2.36 billion or 3.66 per cent of GDP. Despite this immense contribution, volunteer initiatives across sectors remain fragmented, under-recognized, and inadequately supported by formal structures, resulting in missed opportunities for mobilizing citizens toward inclusive growth, sustainable development, and civic engagement.

Therefore, this review aims to strengthen the existing policy framework to create an enabling environment for volunteerism, align with global and continental development agendas, and institutionalize volunteer contribution as a strategic asset in national development planning and implementation. It seeks to reinforce the legal, institutional, and operational environment for volunteerism, ensuring that it remains a powerful enabler for national transformation, human capital development and inclusive growth.

1.3 Rationale

The National Volunteerism Policy 2016 marked an important milestone as the first structured attempt to guide the sector. It created awareness on the value of volunteerism, encouraged the participation of youth and other groups in national development, and initiated efforts to coordinate volunteer activities across sectors. However, its five-year implementation period has since lapsed, coupled with emerging challenges and opportunities in the sector. These include absence of standardized practices, insufficient integration into national planning, the absence of a national volunteer program, weak coordination structures, limited resource mobilization, and inadequate alignment with emerging global and regional volunteerism frameworks. These gaps have constrained the optimization of volunteerism as a strategic tool for development and social cohesion.

The National Volunteerism Policy 2026 therefore responds to the need for a comprehensive review and renewal of the policy framework. It seeks to:

- i. Create an enabling environment that ensures volunteer efforts are recognized, valued, supported, and sustained, thereby maximizing their contribution to building an inclusive, resilient, and prosperous nation.
- ii. Align Kenya’s volunteerism agenda with emerging global and regional frameworks, including the United Nations Resolutions on Volunteerism, the Global Volunteering Standards, and the African Union Presidential Resolutions Particularly Assembly/AU/Dec.274 (XVI) of 2010 which underscore the role of

- volunteerism in advancing youth empowerment and sustainable development, while addressing evolving national and county development priorities.
- iii. Harness the potential of volunteerism as a catalyst for development and social change, strengthening citizen awareness, participation, and ownership of national development processes.
 - iv. Integrate volunteerism into youth empowerment, social protection initiatives and pre-employment strategies, using it as a pathway for economic empowerment, skills development, work readiness and innovation.
 - v. Promote volunteerism as a social behaviour and culture of service, fostering lifelong learning, solidarity, resilience, and national unity, especially during times of crisis.
 - vi. Establish an all-inclusive national volunteer program to coordinate and sustain volunteer efforts across sectors.
 - vii. Provide conceptual clarity on the principles, benefits, and modalities of volunteerism, ensuring a shared understanding among stakeholders while safeguarding the rights, welfare, and dignity of volunteers.
 - viii. Provide legal and institutional recognition of volunteerism as a regulated sector, ensuring accountability, ethical standards, and integration into national planning systems, while laying the groundwork for future legislation.

1.4 Policy Goal and Objectives

1.4.1 Policy Goal

The Policy seeks to recognize, promote coordinate and institutionalize volunteerism as a strategic driver of human capital and inclusive national development, social cohesion, and community resilience in Kenya.

1.4.2 Policy Objectives

The overarching objective is to provide a comprehensive framework for efficient coordination, effective management, promotion and sustainable volunteerism system in Kenya. The specific objectives are to: -

- i) Establish a national volunteerism framework and management systems that enhance coordination, regulation, and standardization of volunteer engagement across all sectors.
- ii) Foster a culture of service and civic responsibility that promotes national unity, social cohesion and resilience.
- iii) Uphold the rights and welfare of volunteers, institutions, and beneficiaries by developing guidelines and mechanisms that uphold ethical standards, safety, and inclusivity.

- iv) Promote evidence-based planning and reporting by establishing systems to quantify and document the social and economic contribution of volunteerism to national development.
- v) Provide conceptual clarity on volunteerism by defining its principles, forms, categories, and modes of engagement to ensure a shared understanding among stakeholders.
- vi) Strengthen resource mobilization to support volunteer programs and ensure sustainability.
- vii) Enhance youth empowerment and skills development by integrating volunteerism as a pathway for social protection, innovation, employability and lifelong learning

1.5 Guiding Principles

The implementation of this Policy will be guided by a set of core principles namely:

1. **Equity, Social Justice and Inclusivity:** The Policy shall seek to promote meaningful participation of vulnerable and marginalized groups, remove barriers and ensure that the benefits and responsibilities of volunteer engagement are shared equitably.
2. **Integrity, Transparency and Accountability:** Volunteer initiatives shall be guided by the highest standards of honesty and ethical conduct
3. **Recognition, Empowerment and Dignity of Volunteers:** Volunteers' time, skills, and contributions shall be valued and celebrated, with programs ensuring their rights, fair treatment, and capacity-building.
4. **Partnership, Collaboration and Coordination:** Strategic and coordinated efforts shall foster synergy, minimize duplication, and enhance collective impact.
5. **Professionalism and Empathy:** Volunteerism shall be practiced with a commitment to high professional standards, responsibility, respect for diversity and empathy in all engagements.

1.6 Scope of the Policy

The National Volunteerism Policy provides the framework within which volunteerism activities in Kenya are recognized, promoted, and coordinated. It applies to both the National Government and County Governments, as well as to volunteers of all age groups, volunteer-involving organizations, beneficiaries of volunteer services, government institutions, development partners, academic and training institutions, the private sector, and the media. The Policy covers all forms of volunteerism: formal, informal, community-based, skills-based, corporate, faith-based, and digital, encompassing both national and international initiatives undertaken within Kenya.

1.7 Structure of the policy document

The policy document serves as the vehicle for communicating the policy to relevant stakeholders and contains the following: (1) background, (2) situation analysis, (3) policy statement, (4)

framework for implementation of policy, (5) monitoring and evaluation, and (6) public policy review intervals.

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2.0 SITUATIONAL ANALYSIS

The chapter provides analysis of the volunteerism landscape at the global, regional and national levels. It highlights the policy and legal frameworks that provide an enabling environment for volunteerism in Kenya. It provides the current context on volunteerism, summarizes the achievements and current gaps in the implementation of the National volunteerism Policy (2016), the emerging issues and lessons learnt in the sector.

2.1 Legislative and Policy Context

Kenya is a signatory to several international instruments and frameworks at the global and regional levels, which are relevant to the implementation of this Policy.

2.1.1 Global context

Globally, under the United Nations General Assembly (UNGA) has consistently recognized the critical role of volunteerism in advancing development, peace, and humanitarian action. This commitment is reflected in several key resolutions, including A/RES/70/129 Integrating volunteering into peace and development: the plan of action for the next decade and beyond, A/RES/73/140 Volunteering for the 2030 Agenda for Sustainable Development, and A/RES/79/148 Strengthening volunteerism for the achievement of the Sustainable Development Goals, leaving no one behind.

In line with these resolutions, the UN Plan of Action 2016–2030 calls for the integration of volunteerism into national development strategies and the 2030 Agenda for Sustainable Development. This includes legal recognition of volunteers, coordination mechanisms, and frameworks to measure their impact. Volunteerism also aligns with broader global commitments, such as the United Nations Development Programme human development approach, the Sendai Framework for Disaster Risk Reduction 2015–2030—which highlights the role of volunteers in disaster preparedness and response, and the Paris Agreement, where volunteers drive community-led climate action. Similarly, the Madrid International Plan of Action on Ageing 2002 (MIPAA) emphasizes volunteerism among older persons to promote active ageing, intergenerational solidarity, and knowledge transfer, contributing to SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth).

Globally, volunteerism contributes billions of dollars annually to national economies through unpaid labour, skills transfer, and community service. The International Labour Organization (ILO) notes that, if counted as a sector, the global volunteer workforce would rank among the largest in the world underscoring its economic and social significance. Volunteers support all 17 Sustainable Development Goals (SDGs). According to the United Nations Volunteers (UNV) UNV Annual Report of the Administrator 2024, 27% of UN Volunteers contributed to SDG 16 (Peace, Justice and Strong Institutions), 23% to SDG 5 (Gender Equality), 19% to SDG 3 (Good Health and Well-being), 17% to SDG 17 (Partnerships for the Goals), and 14% to SDG 10

(Reduced Inequalities). These contributions highlight the pivotal role of volunteers in driving inclusive and sustainable development across the globe.

2.1.2 Regional Context

Volunteerism is increasingly recognized across Africa as a catalyst for youth empowerment, regional integration, and sustainable development. At the continental level, several strategic frameworks have institutionalized volunteerism as a transformative tool for realizing Africa's development aspirations.

The African Youth Charter (2006) was a landmark instrument in embedding volunteerism within the continent's policy and legal architecture. Article 11(2)(h) of the Charter calls upon Member States to promote youth voluntary service at local, national, regional, and international levels. Building on this provision, the African Union Heads of State and Government launched the African Union Youth Volunteer Corps (AU-YVC) in 2010 through Decision Assembly/AU/Dec.274 (XVI). The AU-YVC deploys young professionals across the continent to enhance skills development, foster integration, and advance youth-led development initiatives, providing a model for structuring national volunteer programmes.

Agenda 2063, Africa's blueprint for inclusive and sustainable development, further reinforces the role of volunteerism. Aspiration 6 underscores people-driven development through the empowerment of youth and women. The African Union has operationalized this aspiration through mechanisms such as the Continental Volunteer Linkage Platform (CVLP), which standardizes volunteer management practices and aligns national programmes with continental priorities and global commitments such as the Sustainable Development Goals (SDGs). The AU Roadmap on the Demographic Dividend (2017) also identifies volunteerism as a pathway for enhancing youth participation, leadership, and empowerment.

Kenya has been an active participant in shaping the continental volunteerism agenda, notably through its contribution to the African Union Policy Framework on Youth Volunteerism, endorsed by AU Heads of State and Government in 2020. The 2025 State of Africa Volunteerism Report highlights the growing recognition of volunteerism, with 28 Member States establishing national programmes and significant volunteer contributions valued at over USD 353.5 million annually. In alignment with these continental trends, the Policy seeks to strengthen and scale up volunteerism through responsive legal, and institutional frameworks that reflect emerging socio-economic and technological realities.

2.1.3 National Context

The Government of Kenya acknowledges the critical role that volunteerism plays in advancing national development, promoting social cohesion, and realizing both Kenya's Vision 2030 and the Sustainable Development Goals (SDGs). Volunteerism, deeply rooted in Kenyan culture and embedded in the education system, has emerged as a key tool for promoting social responsibility

and active citizenship. Initiatives such as school-based and institutions of higher learning volunteering and community service are increasingly aligned with the Competency-Based Education (CBE) focus on values-based education.

The Constitution of Kenya (2010), through Articles 10 and 43, emphasizes public participation, community development, and inclusivity as key national values and principles of governance. This constitutional commitment is reflected in various policy frameworks, including: The Kenya Youth Development Policy (2019), which promotes youth volunteerism for empowerment and nation-building; The Kenya Social Protection Policy (2023), which encourages volunteer participation in supporting vulnerable populations and Sectoral policies on disaster management, climate action, education, and governance, all of which provide a foundation for enhanced volunteer engagement.

To institutionalize and coordinate volunteer efforts, Kenya developed its first National Volunteerism Policy in 2016. The policy provides strategic direction for recognizing, supporting, and coordinating volunteer initiatives, and seeks to foster a national culture of service and community development.

With the promulgation of the Constitution, devolution was introduced under Chapters 2 and 11 of the Constitution of Kenya, 2010. The Fourth Schedule assigns counties key responsibilities in areas such as health, agriculture, early childhood education, disaster management, environmental conservation and cultural activities. These are precisely the sectors where volunteerism plays a critical role in complementing government service delivery. Across the counties, community health Promoters (CHPs), youth groups, and disaster response teams provide essential volunteer services at the County level that bridge human resource gaps and strengthen community participation.

The County Governments Act, 2012 provides for citizen participation in governance (Part VIII, Sections 87–91), mandating counties to establish structures for engaging the public in planning, service delivery, and oversight. The Primary Health Care Act 2023, under section 10, further provides for volunteerism and specifically on community health volunteers whereby the respective County Executive Committee Members are required to appoint community health volunteers as selected by the community in a public *baraza*.

Some counties have formulated their own county specific Volunteerism Policies and systems which provide for the protection of volunteers setting a precedent for institutionalization of volunteerism within their county frameworks. However, there still exists a policy gap within the county governments as majority of the counties are yet to formulate their own policies.

2.2 Policy Measures on Volunteerism in Kenya: Achievements, Gaps, and the challenges

Kenya has made strides in institutionalizing volunteerism through progressive policy frameworks. However, persistent challenges in coordination, targeted advocacy efforts, implementation, resource allocation and data management continue to hinder the full realization of volunteerism's potential as a catalyst for sustainable development. The following analysis provides a comprehensive overview of the current landscape, highlighting key accomplishments while identifying critical areas for improvement.

2.2.1 Coordination and Institutionalization of Volunteerism

The National Volunteerism Policy, 2016 laid the foundation for structured volunteer engagement but did not establish a clear coordination framework. To reiterate this, the Executive Order No. 1 of 2025 provides for the coordination, management, and mainstreaming of volunteerism within national socio-economic policies.

Volunteerism in Kenya is supported by diverse actors, including Ministries, Counties, Departments and Agencies (MCDAs), non-state actors, and Volunteer-Involving Organization (VIO) networks. Volunteers contribute significantly to health, disaster response, peacebuilding, climate action, and community development. Key actors such as Volunteer Involving Organizations Society Kenya, United Nations Volunteers Kenya Programme, Kenya Red Cross Society, and VSO Kenya have strengthened collaboration and outreach across all 47 counties.

Despite these achievements, volunteerism remains fragmented, under-recognized, and weakly coordinated, with limited engagement beyond social services. To enhance coherence and impact, this policy institutionalizes volunteerism within MCDAs, county governments, private sector, civil society, and development partner initiatives. It further promotes structured coordination, robust data systems, and multi-stakeholder engagement to strengthen governance, recognition, and sustainability of volunteerism in Kenya.

The revised policy seeks to establish a well-defined, multi-sectoral coordination framework that aligns volunteerism with national and county development priorities. Strengthening multi-stakeholder engagement and clarifying institutional mandates will be essential to enhance coherence and impact. Effective governance of volunteerism should be complimented with automation of coordination efforts with robust data systems. The recognition of volunteerism's role in national development has led to the establishment of Volunteer-Involving Organization (VIO) networks, fostering collaboration across sectors.

2.2.2 Data Management and Impact Measurement

The research commissioned by the Ministry of Labour and Social Protection in 2017 on Measuring the Contribution of Volunteer Work on Kenya's Gross Domestic Product was a preliminary step

towards evidence-based volunteerism programming. This Report provided valuable insights into volunteerism's contributions in Kenya. At organizational level, the Ministry of Health (MOH), Kenya Red Cross Society (KRCS), and UN Volunteers (UNV), have implemented volunteer tracking systems, with growing interest in digital solutions.

The sector continues to face significant data gaps including lack of up-to-date data that reflects the realities of the time and emerging trends. Inconsistent reporting mechanisms and the absence of a standardized impact assessment framework obscure volunteerism's true socio-economic value. The absence of volunteerism indicators from national census and economic surveys further marginalizes its recognition in official statistics. Establishment of a robust Management Information System to support monitoring and evaluation and the generation of evidence to inform policy decisions, enhance accountability and demonstrate tangible impact on volunteerism initiatives.

2.2.3 Resource Mobilization and Sustainability

The Government has provided valuable technical support for volunteer initiatives, while volunteer-involving organizations and the private sector have expanded volunteer engagement and program reach. However, since the approval of the National Volunteerism Policy, 2016, there has been limited resource allocation to support and scale-up volunteerism initiatives. Continued underfunding remains a major challenge in the effective and efficient implementation of volunteerism across sectors. Limited resources allocated to implement volunteerism activities and the lack of a clear resource mobilization strategy affects the sustainability of volunteer programs.

To secure long-term viability, it will be crucial to develop innovative financing mechanisms, including dedicated funding streams, Corporate Social Responsibility (CSR) engagements, and incentives to companies that support volunteering. MCDAs will also be encouraged to mainstream and integrate volunteerism into budgets and programs, thereby unlocking government resources. Additionally, county governments should include volunteerism in County Integrated Development Plans (CIDPs).

2.2.4 Awareness and public perception of Volunteerism

Kenya has made notable efforts in enhancing feasibility of volunteerism through International and National events such as International Volunteer Day (IVD), the Volunteer of the Year Award (VOYA), Good Deeds Day (GDD) and the County Hall of Fame, among others, which have celebrated outstanding contributions of volunteers in impacting the lives and livelihoods of individuals and communities.

Despite these gains, persistent misconceptions about volunteerism continue to limit uptake and embedding in institutions. Awareness on the broader social, personal, and developmental benefits

of volunteering remains limited, with recognition of volunteerism's role in national development being uneven across different population segments

To address these challenges, a coordinated national advocacy and communication strategy, leveraging stakeholder engagement, traditional and digital platforms, will be essential in reshaping perceptions. This will promote responsible volunteering, and foster a stronger culture of volunteer service.

2.2.5 Volunteerism for Skills Development

Volunteerism in Kenya is increasingly recognized as a vehicle for skills development, particularly for young people entering the labour market and adults seeking to upgrade their competencies or voluntarily transmit skills through offering on the job opportunities, mentorship and coaching. However, current volunteerism practices remain largely informal and fragmented, with limited structured pathways for translating voluntary service into employable skills or career progression. Many volunteers make contributions in education, health, digital media and technology, environmental conservation, disaster response, and governance, but the linkage between their contributions and formal recognition of acquired skills is weak.

This gap hinders the potential of volunteerism as an avenue for human capacity development, job readiness, and lifelong learning. The absence of structured career pathways, unequal access to empowerment opportunities, and the lack of standardized training and certification frameworks disadvantage many volunteers. Implementing nationally recognized competency-based programs and strengthening linkages with employers could enhance volunteer retention and professional growth.

A paradigm shift is emerging as organizations increasingly seek technical expertise across diverse fields, including emerging trends such as data analytics and artificial intelligence, alongside traditional volunteer skills. This trend offers an opportunity to engage corporate partners more strategically, leveraging professional skills for community development. Currently, various institutions maintain separate volunteer databases that operate independently with limited coordination. The lack of an integrated data management framework to link these systems with the already existing government's Community Development Management Information System (CDMIS) creates gaps in data consolidation, coordination, and effective deployment of skilled volunteers. Strengthening system integration would enable better mapping of volunteer capacities, promote collaboration, and support evidence-based policy decisions.

2.2.6 Volunteer Protection

Despite the existence of globally recognized volunteering standards that guide Volunteer Involving Organizations (VIOs) in promoting good practice and accountability, awareness and application of these standards in Kenya remain limited. The volunteerism sector currently operates without adequate safeguards to ensure the safety, security, and duty of care for all stakeholders engaged in

volunteer programmes. This protection gap exposes volunteers to potential risks and liabilities and may place beneficiary communities at risk of harm. The absence of clear protection mechanisms undermines the welfare of volunteers, weakens institutional accountability, and threatens the credibility and sustainability of volunteer initiatives. To ensure a safe and enabling environment for volunteerism, the Policy underscores the need to institutionalize volunteer protection frameworks, including legal, operational, and ethical standards

2.2.7 Inclusive Volunteering

Persistent participation gaps among persons with disabilities, refugees, women, retired professionals, and rural communities continue to undermine the sector's equity goals. Recent statistics reveal concerning disparities in access to volunteer opportunities. While assistive technologies offer promising solutions to broaden participation, their adoption remains limited. Social change volunteerism addressing systemic inequality is gaining momentum, yet requires more institutional support to achieve meaningful impact. A concerted effort to remove physical, social, and technological barriers could transform volunteerism into a truly inclusive force for development.

2.2.8 Legislation on volunteerism

Volunteerism in Kenya is guided by several national frameworks and legal instruments that provide structure, coordination, and recognition for the role of volunteers in national development. The Employment Act, 2007 defines “employee” and employment relationships, outlining protections for employees in Kenya. However, volunteers are not considered employees under this Act, which means that many employment protections such as redundancy benefits and wages do not apply to them.

To support volunteer engagement at the county level, the County Governments Act, 2012 (Sections 107–109) This framework enables counties to harness volunteer efforts to complement service delivery and strengthen community development initiatives.

At the national level, the Public Service Regulations, 2020 outlines rules for engaging volunteers in the public service. It provides guidance on the terms and conditions of engagement, ensuring that volunteer work within government institutions is conducted in a structured and accountable manner. This is further reinforced by the Internship and Volunteer Policy & Guidelines for the Public Service, 2025, which provides a standardized framework for public institutions to engage volunteers. The policy aims to address inconsistencies, formalize volunteer roles, and ensure equitable treatment, clear responsibilities, and appropriate recognition of volunteers’ contributions.

Another critical legal instrument is the Public Benefit Organizations Act, 2013 (PBO Act), which provides the legal and regulatory framework for the registration and operation of non-profit and

community-based organizations that rely heavily on volunteer work. The Act recognizes and protects the role of volunteers, promotes transparency and accountability among volunteer-involving organizations, and encourages partnerships between government, civil society, and communities. Through this, it enhances coordination in the delivery of social services and development initiatives.

These legal frameworks are anchored within the broader national development agenda outlined in Kenya Vision 2030, which positions volunteerism as a critical driver of inclusive growth and sustainable development. Vision 2030 emphasizes the active participation of citizens in national transformation through service, community engagement, and civic responsibility.

While these frameworks provide a strong foundation for structured volunteer engagement, challenges remain, including inadequate coordination mechanisms, limited awareness of volunteer policies, and insufficient resources to support volunteer programs. Nonetheless, the combination of legal and policy instruments provides an enabling environment that, if fully implemented, can strengthen civic participation, enhance community resilience, and contribute significantly to Kenya's social and economic development.

2.3 Emerging Issues/trends in Kenya's Volunteerism Sector

Kenya's volunteerism sector is undergoing significant transformation, presenting both unprecedented opportunities and complex challenges that demand strategic intervention. As the country positions itself as a regional leader in social development, several critical issues are reshaping the volunteerism ecosystem, requiring innovative policy responses and adaptive programming approaches. The emerging trends/issues include:

2.3.1 Crisis and Emergency Response volunteerism

The increasing frequency of disasters from pandemics like COVID-19 to climate induced floods and droughts has highlighted the need for structured emergency response frameworks. While Kenya has demonstrated remarkable community resilience during crises, systemic gaps persist in rapid volunteer mobilization and coordination. The absence of standardized training protocols and protective measures for crisis volunteers exposes participants to unnecessary risks while limiting operational effectiveness.

2.3.2 Youth Demographic Dividends

With youth unemployment at 13.9% (KNBS 2023), volunteerism represents a vital pathway for skills development and employment transition. Kenya's youthful population presents both a risk and an opportunity. With the right policies, this large working-age cohort could drive faster growth, innovation, and social transformation. High dependency, skills mismatches, and limited formal job creation threaten to turn the youth bulge into a burden. Strategic partnerships between

volunteer organizations, educational institutions, and employers could transform volunteer experience into tangible career capital for young Kenyans.

2.3.3 Innovative and Blended Volunteer Models

The digital revolution has ushered in innovative approaches combining virtual and physical engagements. These hybrid models overcome traditional barriers of geography, mobility, and time constraints particularly valuable in reaching last-mile communities. While virtual platforms show promise in volunteer coordination and remote engagement, unequal digital access creates new forms of exclusion. Integration of technology, complemented by robust community-based volunteering, could redefine participation norms across the country.

Blended volunteer models combine various forms of volunteering such as in-person and virtual, short- and long-term, skills-based and community-based, as well as local and international. These models promote reach, inclusivity, sustainability, flexibility, resilience, and cost-effectiveness by integrating technical expertise with local ownership. They also foster partnerships among international and local volunteers, NGOs, corporates, and diaspora networks. Blended models are gaining momentum for their adaptability in crises, accessibility for part-time volunteers, and long-term sustainability through community integration.

Virtual and blended approaches allow volunteers to contribute remotely through tutoring, mentoring, or crisis mapping, complemented by occasional in-person support. Skills-based and pro-bono volunteering harness professional expertise, while corporate volunteerism integrates employee engagement with social impact. Diaspora volunteering, service-learning in universities, and youth-led social innovation further connect volunteerism to knowledge transfer, employability and entrepreneurship.

2.3.4 Climate Change and Environmental Management

Volunteerism plays a catalytic role in advancing Kenya's climate change agenda by translating policy commitments into locally driven action. Tree planting, as a flagship initiative, exemplifies how volunteers contribute to climate mitigation, ecosystem restoration, and environmental stewardship. Through coordinated efforts in afforestation, reforestation, and community mobilization, volunteers support the achievement of Kenya's target of 30% tree cover by 2032, as outlined in the National Climate Change Action Plan and the 15 billion Trees Campaign. The Policy recognizes volunteerism as a strategic mechanism for inclusive climate action, enabling citizens to co-drive sustainable development and environmental transformation at scale

2.4 Status of Implementation of The National Volunteerism Policy (2016): Progress and Prospects

Eight years after adopting Kenya's National Volunteerism Policy (2016), significant steps have been made in operationalizing volunteerism, in spite of the persisting implementation challenges. The country has successfully elevated volunteerism's profile through observance of annual events including International Volunteer Day (IVD) celebrations and the Volunteer of the Year Awards (VOYA), while Good Deeds Day (GDD) continues to gain momentum.

At County level, Nandi, Makueni and Kilifi counties have domesticated the Policy. Further, Makueni County has put in place an Integrated Volunteerism and Attachment (IVA) System, setting a precedent for institutionalizing volunteerism within county frameworks. This has necessitated the need for integration of the existing data of volunteers into the Volunteer Module of the Community Development Management Information System (CDMIS) for evidence-based reporting.

Evidence-based approaches are strengthened through innovative research, including a groundbreaking study quantifying volunteerism's GDP contribution. However, uneven county-level adoption and incomplete monitoring frameworks highlight ongoing gaps. The pending finalization of key implementation instruments remains crucial.

As Kenya approaches the policy's 10-year milestone, sustained commitment to intergovernmental coordination, strategic partnerships, and systemic integration will be essential to fully realize volunteerism's potential as a development catalyst. Addressing persistent resourcing and coordination gaps will determine the policy's ultimate impact.

Kenya's National Volunteerism Policy of 2016 provided a roadmap to recognize, coordinate, and embed volunteerism into the country's development agenda, anchored in the Constitution, Vision 2030, and the Medium-Term Plan II. It set out to establish structures such as a National Volunteerism Board and Secretariat, a monitoring and evaluation framework, and a management information system, while also ensuring funding and formal recognition of volunteers. Since its adoption, progress has been made in raising awareness, conducting economic valuation research, piloting support models in health (especially through community health promoters), and mobilizing civil society actors. Volunteerism has gained visibility as a contributor to Kenya's GDP and to national development goals, and stakeholder networks like the Volunteer Involving Organizations (VIO) Society have been active in advocacy and coordination.

Monitoring systems and consistent data collection remain fragmented, funding is unreliable, and volunteer protection, recognition, and incentive mechanisms are weak — leading to high attrition, especially among CHPs. County-level uptake varies widely, reflecting capacity gaps in decentralized governance. To unlock the policy's full potential, Kenya must prioritize enacting the Volunteerism Bill, resource the secretariat, institutionalize a volunteer registry, establish

sustainable funding, and standardize incentive frameworks. With these measures, volunteerism could be systematically integrated into development planning at both national and county levels, improving recognition, effectiveness, and impact.

2.5 Key Lessons from Kenya's Volunteerism Policy Implementation

Kenya's journey in implementation of the National Volunteerism Policy (2016) has offered key insights to guide future policy and program development. A major takeaway is the need for enhanced coordination, linkages and synergies; comprehensive and up-to-date data on volunteerism; volunteer promotion and protection; capacity building for volunteer management; comprehensive research and knowledge management; institutionalisation of volunteerism across sectors, which is essential for evidence-based decision-making and resource allocation. Further, there is a need to enhance resources to support volunteer efforts and uptake.

Technology has shown great potential to transform volunteer management, highlighting the need for strengthening and developing interoperable digital systems for registration, linkages, management tracking, and impact assessment. Strengthened coordination among stakeholders is also vital to overcome existing fragmentation and ensure cohesive implementation. Strong partnerships among government, civil society, the private sector, and international actors are crucial for scaling impact and aligning efforts with national development goals.

Skills-based volunteerism especially for the youth emerged as a potential area for volunteer investment, particularly through institutionalisation of volunteerism across sectors to provide a pathway for the youth to build skills and enhance their employability.

Building on the lessons from the implementation of the National Volunteerism Policy (2016), Kenya will prioritize strategies that strengthen volunteerism for effective and efficient delivery. The country will continue to enhance systems for the management, scaling up, and coordination of volunteer initiatives to achieve greater impact across sectors and communities.

3.0 POLICY ISSUES AND MEASURES

This section presents the critical policy issues, objectives, and strategic measures required to strengthen the governance, coordination, and institutionalization of volunteerism as a driver of Kenya's socio-economic transformation. It highlights systemic gaps in legislation, coordination, protection, recognition, resourcing, capacity development, data management, and inclusion, and articulates responsive interventions to build a coherent, accountable, and well-resourced volunteerism ecosystem. These measures seek to embed volunteerism within national and county development frameworks, ensuring alignment with national development and the Sustainable Development Goals.

3.1 Coordination and institutionalization of volunteerism

Policy Issue

Kenya lacks an integrated framework to guide volunteerism across national and county levels. Currently, volunteerism is characterized by fragmented initiatives led by government entities, civil society organizations, faith-based groups, and international partners, often operating in isolation and without standardized frameworks and opportunities for integration. Efforts remain fragmented due to unclear institutional mandates, uncoordinated intersectoral linkages, and limited multi-sectoral collaboration. The Government has established a coordination framework for volunteerism under the State Department for Social Protection and Senior Citizen Affairs mandated through Executive Order No. 1 of 2025, reflecting a foundational commitment to structured engagement in the sector. Effective coordination of volunteerism in Kenya is essential to harness its full potential as a driver of citizen participation and national development. A coordinated approach will provide a structured mechanism for harmonisation, enhancement of synergy across sectors and integration of volunteer efforts.

Policy Objective

To establish a comprehensive coordination and implementation framework for volunteerism in Kenya.

Policy Interventions

The government shall:

- i. Establish a coordination framework to guide volunteerism across national and county levels
- ii. Strengthen legal, policy and institutional capacities to support volunteerism coordination and implementation
- iii. Strengthen intergovernmental and multi-stakeholder partnerships and linkages through joint strategies, shared data systems and coordinated program
- iv. Promote inter-agency and multi-stakeholder collaborations for volunteerism across sectors by integrating it into policies and programs such as health, education, youth, environment

and climate change, social protection, disaster response and all other sectors to bolster skills development

- v. Develop and operationalise a diaspora volunteer engagement framework

3.2 Data and Information Management on Volunteerism

Policy Issue

The volunteerism sector in Kenya remains constrained by unconsolidated data and underdeveloped information systems, limiting the capacity for evidence-based policymaking, targeted investment, and formal recognition of volunteer contributions. The absence of a centralized, interoperable database limits effective coordination and reporting across sectors and levels of government. In addition, the lack of standardized data protocols and limited documentation of volunteer-driven socio-economic outcomes reduces the visibility of volunteerism within national development frameworks and planning processes.

Policy Objective

To establish a consolidated and standardized national data management system for volunteerism.

Policy Intervention

The government shall:

- i. Strengthen the volunteerism module in the Community Development Management Information System (CDMIS) to store, organize, manage and integrate volunteer data across sectors, levels of government, and development partners
- ii. Institutionalize digitized periodic reporting on volunteerism by all relevant agencies and organizations, anchored within national planning and performance frameworks
- iii. Establish and enforce data governance protocols to promote inclusivity, ensure ethical standards, and safeguard the confidentiality and protection of volunteer information
- iv. Strengthen documentation and dissemination of evidence on the socio-economic contributions of volunteerism and integrate the findings into national management information systems. Leverage digital technologies and innovative tools for volunteerism coordination and management including linking volunteers with opportunities
- v. Develop and operationalise cybersecurity and digital safety standards for online volunteers

3.3 Resources for Volunteerism

Policy Issue

The volunteerism sector in Kenya remains significantly underfunded, with limited financial and technical support to sustain impactful initiatives. There have been inadequate resources to implement volunteerism programs and uncoordinated resource mobilization strategy which restricts engagement from both state and non-state actors. Weak co-financing partnerships, inadequate incentives, and limited integration into development plans further constrain visibility, sustainability, and growth of volunteer-driven efforts.

Policy Objective

To sustain and strengthen volunteerism in Kenya through adequate resource mobilization and partnerships.

Policy Interventions

The government shall:

- i. Mobilize and allocate financial and technical resources to support volunteerism programmes at the national and county levels. Develop and implement a resource mobilization strategy that is inclusive of state and non-state actors
- ii. Strengthen coordination and co-financing partnerships with development partners and relevant non-state actors
- iii. Promote incentive mechanisms to encourage organizations to support volunteer initiatives. Mainstream volunteerism into national and county development plans and allocate a dedicated budget to strengthen its visibility and sustainability

3.4 Capacity Building for Volunteerism

A gap in policy guidance on capacity building has resulted in fragmented training efforts and limited skills development for volunteers, state and non-state actors. Kenya's volunteerism sector stands to benefit from a coordinated framework that enhances competencies, promotes ethical practice, and strengthens institutional effectiveness. Enhanced knowledge management and research capacities are essential to support evidence generation, inform policy decisions, civic responsibility and sustain continuous learning across the volunteerism ecosystem.

Policy Objective

To establish a structured and standardized national system for capacity building.

Policy Interventions

The government shall:

- i. Develop and implement a national competency-based training framework for volunteerism, including standardized modules on ethics, rights, and project management
- ii. Institutionalize capacity development programmes to equip officers and stakeholders with competencies in volunteerism management, coordination, and implementation
- iii. Promote leadership development, mentorship, and peer learning to enhance innovation, accountability, and ethical practice across the volunteerism ecosystem
- iv. Integrate volunteerism education into the educational curriculum and strengthen volunteerism through resource allocation, training, and recognition programmes to foster civic responsibility from an early age
- v. Strengthen research and knowledge management capacities to generate evidence and support learning in volunteerism.
- vi. Establish digital literacy programs to support volunteer capacity building

3.5 Volunteer Protection

Policy issue

There are inadequate measures and safeguards to protect volunteers from exploitation, abuse, and unsafe conditions.

Policy Objective

To establish standards and safety protocols to protect volunteers.

Policy Interventions

The government shall:

- i. Develop and enforce comprehensive standards and safety protocols for volunteer engagement
- ii. Build the capacity of state and non-state actors on volunteer rights and responsibilities
- iii. Enhance partnerships with legal aid Organizations to provide pro bono support services to volunteers
- iv. Establish mechanisms for dispute resolution where volunteer rights are violated
- v. Support Mental Health and Psychosocial Services for Volunteers

3.6 Volunteer Recognition

Policy Issue

Limited systematic framework for the recognition of volunteers limits motivation, retention, professional growth and service delivery, despite their critical contributions to national development.

Policy Objective

To institutionalize a formal and structured system for volunteer recognition at national and county levels.

Policy Interventions

The government shall:

- i. Develop and implement a national framework for volunteer recognition and appreciation at both national and county levels
- ii. Establish a national certification framework to formally validate and accredit skills gained through volunteer experience
- iii. Integrate volunteer service certification into public and private sector recruitment and career progression systems
- iv. Promote sustained national awareness campaigns to inculcate the value of volunteerism and celebrate volunteer contributions
- v. Encourage institutional recognition mechanisms within government agencies and private sector organizations to regularly acknowledge volunteer efforts

- vi. Integrate volunteer recognition into national development reporting

3.7 Volunteerism and Inclusion

Policy Issue

Structural, socio-cultural, and logistical constraints continue to exclude special interest groups from meaningful volunteer engagement, undermining the sector’s potential for inclusive national development. The absence of inclusive frameworks, limited use of assistive technologies, and inflexible engagement models constrain equitable access. Furthermore, gaps in recruitment practices, low diversity awareness, and insufficient data on participation hinder accountability and visibility within Kenya’s volunteerism landscape.

Policy Objective

To promote equitable access and participation in volunteerism for all including the vulnerable and marginalized groups.

Policy Interventions

The government shall:

- i. Develop and implement inclusive volunteerism frameworks and standards to ensure equal access and participation for underrepresented groups
- ii. Promote the design of accessible volunteer programs, including the use of assistive technologies and flexible models, to accommodate persons with disabilities and marginalized communities
- iii. Integrate inclusive recruitment practices and diversity sensitization training across all volunteer-involving organizations
- iv. Strengthen monitoring and reporting on inclusion by embedding relevant indicators in national volunteer data management systems
- v. Foster partnerships with organizations of and for vulnerable and marginalized groups including persons with disabilities to expand inclusive volunteer opportunities and share best practices
- vi. Enhance awareness on inclusive volunteer engagements across sectors

3.8 Legislation

Policy Issue

While Kenya has made progress in recognizing and promoting volunteerism through the National Volunteerism Policy (2016) and various sectoral instruments, the legislative framework remains fragmented and insufficient. It operates without a robust policy, standards and guidelines for the promotion, coordination, management and protection of volunteers and therefore the lack of standardized legal safeguards, ethical guidelines, and dispute resolution mechanisms exposes volunteers and communities to potential risks.

Policy Objective

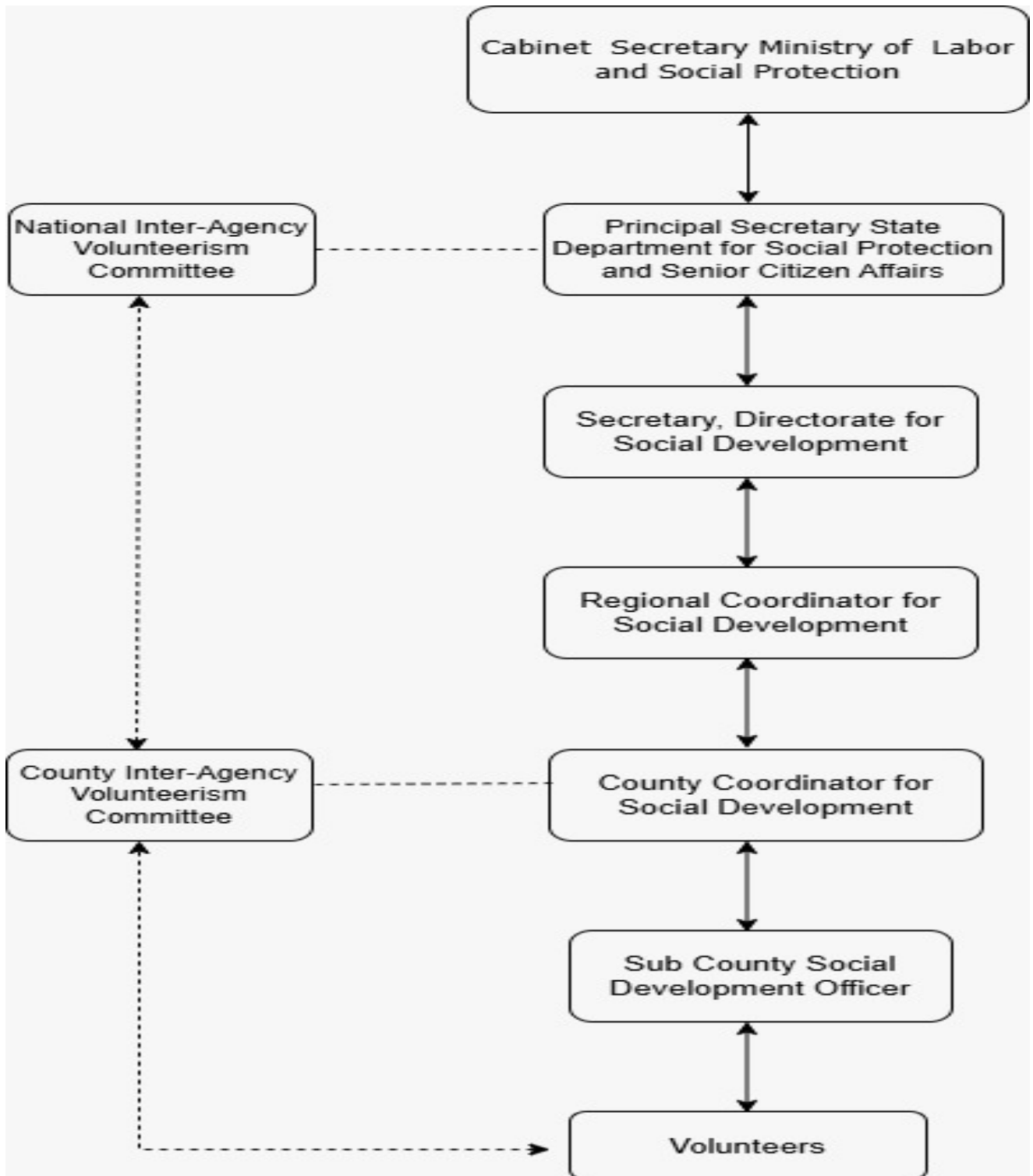
To strengthen volunteerism and promote the protection of volunteers in Kenya.

Policy Interventions

The government shall:

- i. Develop national standards and guidelines for volunteer engagement across sectors including recruitment and exit standards, training curricula and safety protocols
- ii. Develop and implement strategies to align volunteerism with global standards including recruitment, training, deployment and exit
- iii. Support the development of county-specific volunteerism policies and legislation; as guided by the National Volunteerism Policy
- iv. Develop and institutionalize a national volunteerism code of conduct to promote ethical practices and safeguard communities
- v. Establish and operationalize legal mechanisms for dispute resolution to address volunteer-related grievances
- vi. Develop a national legislation on volunteerism

4.0 COORDINATION AND INSTITUTIONAL FRAMEWORK



Effective coordination and clearly defined roles within institutions are essential for the successful implementation of this Policy. The coordination framework outlines a structured approach that promotes coherence, accountability, and synergy among government entities and non-state actors. The framework establishes mechanisms for policy direction, inter-agency collaboration, and strategic partnerships, all designed to foster sustainable, inclusive, and well-governed volunteer engagement throughout the country.

4.1 Ministry Responsible for National Coordination of Volunteerism

The Ministry responsible for coordination of volunteerism shall provide overall leadership in the implementation of this Policy. In executing this mandate, the Ministry shall spearhead the strategic direction of volunteerism in Kenya and facilitate collaboration among Ministries, Counties, Departments, and Agencies (MCDAs) and non-state actors to ensure that volunteer initiatives are effectively coordinated.

The Ministry shall:

- i. Develop and enforce national policies, legislations and standards on volunteerism
- ii. Facilitate coordination and collaboration of stakeholders in the implementation of the Policy
- iii. Mobilize and allocate resources for volunteerism programmes
- iv. Maintain database for volunteerism coordination and management
- v. Collaborate with national and international organizations on volunteerism initiatives
- vi. Promote advocacy and strategic communication to enhance awareness and uptake of volunteerism
- vii. Strengthen the capacity of state and non-state actors on volunteer management
- viii. Coordinate monitoring, evaluation, research and learning on volunteerism

4.2 Ministries, Departments and Agencies (MDAs)

Ministries, Departments and Agencies (MDAs) play a vital role in mainstreaming volunteerism within their respective mandates.

The MDAs will:

- i. Institutionalize volunteerism within their mandates by integrating it into sectoral policies, strategies, and programmes
- ii. Promote advocacy and public awareness to enhance recognition of volunteerism as a driver of national development
- iii. Establish systems and frameworks for effective volunteer management, including recruitment, deployment, and support mechanisms
- iv. Mobilize and allocate adequate resources to sustain volunteer programmes within their respective sectors

- v. Collect, analyse, and - disseminate data and research findings on volunteerism with the Ministry responsible for coordination to inform evidence-based planning
- vi. Facilitate the integration of sector- or institution-specific Management Information Systems (MISs) with the National Volunteerism Management System to strengthen coordination and interoperability
- vii. Monitor and evaluate volunteer activities within their sectors and report findings to the coordinating Ministry to enhance accountability and impact
- viii. Promote inclusion and equity by ensuring meaningful engagement of vulnerable and marginalized groups

4.3 County Governments

County Governments play a critical role in localizing and operationalizing volunteerism by aligning it with county development priorities and community needs.

County Governments will:

- i. Formulate county-specific volunteerism policies in line with the National Volunteerism Policy and the context respective counties
- ii. Institutionalize volunteerism across county government sectors, programmes, and service delivery systems
- iii. Promote awareness and advocacy on volunteerism at the county and community levels
- iv. Provide adequate resources for planning, implementation, and sustainability of county volunteerism programmes
- v. Undertake research and documentation to generate evidence on county-level volunteerism trends, practices and impact
- vi. Establish and maintain databases on volunteerism to support planning, monitoring, and reporting
- vii. Facilitate capacity development for volunteers, volunteer managers, and county institutions to strengthen effective volunteer engagement;
- viii. Promote community-based volunteerism for development.

4.4 National Inter-Agency Volunteerism Committee

A National Inter-Agency Volunteerism Committee (NIVC) will be established to provide policy direction, coordination and oversight for volunteerism in Kenya. It will comprise relevant key state and non-state actors under the leadership of the Ministry responsible for coordination of volunteerism.

The Committee will:

- i. Provide oversight on the implementation of volunteerism initiatives across sectors and agencies
- ii. Harmonize and align sectoral volunteerism efforts among MDAs and non-state actors

- iii. Provide guidance during the development and review of national strategies, action plans, codes of conduct, and frameworks on volunteerism
- iv. Monitor compliance with established standards and guidelines
- v. Enforce safeguarding measures to protect volunteers from abuse, exploitation, safety risks, and occupational hazards
- vi. Promote integration of volunteerism across all sectors while ensuring inclusion of vulnerable and marginalized groups
- vii. Ensure alignment with national development priorities and international frameworks
- viii. Advocate for and facilitate mobilization of financial and technical resources
- ix. Support the development and adoption of standards, ethical guidelines, training frameworks, and capacity building for volunteers and institutions
- x. Promote recognition of volunteers through national awards and observance of International Volunteer Day

4.5 County Volunteerism Inter-Agency Committee

The County Volunteerism Inter-Agency Committee (CVIC) will be established to serve as a multi-sectoral coordination and advisory body on volunteerism at the county level. The Committee shall be drawn from relevant state and non-state actors at the County level.

The Committee will:

- i. Facilitate coordination of volunteerism initiatives at the county level and across sectors
- ii. Promote integration of volunteerism into County Integrated Development Plans (CIDPs) and Annual Development Plans (ADPs)
- iii. Support training, orientation, and awareness campaigns on the rights and responsibilities of volunteers
- iv. Support research on volunteerism at the county-level and monitor and evaluate the impact of volunteerism
- v. Promote county-specific volunteerism priorities that ensure inclusion of vulnerable and marginalized groups
- vi. Support county-level volunteer recognition events and foster collaboration among state and non-state actors

4.6 Non-State Actors

Non-state actors including Volunteer Involving Organizations (VIOs), development partners, the private sector, academia and civil society organizations are central to the growth and sustainability of volunteerism in Kenya.

Non-State Actors will:

- i. Design, implement, and manage volunteer programmes
- ii. Mobilize financial, technical, and human resources to support volunteer initiatives

- iii. Strengthen inclusion by ensuring the participation of vulnerable and marginalized groups;
- iv. Strengthen the capacity of volunteers and volunteer managers
- v. Promote awareness and advocacy to elevate the value of volunteerism and encourage wider participation;
- vi. Facilitate knowledge sharing, research, and innovation to improve volunteer practices and outcomes
- vii. Monitoring, evaluating, and reporting on volunteer initiatives to promote accountability and evidence-based planning
- viii. Aligning volunteerism with national development priorities and international frameworks such as the SDGs

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5.0 FINANCING AND SUPPORT

Effective implementation of the National Volunteerism Policy requires sustainable and coordinated funding and support mechanisms from state and non-state actors. Both parties will work collaboratively to ensure efficient resource mobilisation, allocation and utilisation to support volunteerism initiatives. The Government shall provide leadership in coordinating financial and technical support while non-state actors will compliment these efforts through partnerships, innovation and co -financing arrangements.

Key policy measures for strengthening volunteerism financing will include:

- i. Integrating volunteerism programmes within sectoral and county budgets to ensure mainstreamed and sustained financing.
- ii. Leverage development partner funding to support innovative volunteerism models, capacity building, and research.
- iii. Promote Public-Private Partnerships (PPPs) to support volunteer programmes infrastructure, and innovation.
- iv. Mobilize resources through Corporate Social Responsibility/Investment (CSR/I) and philanthropy initiatives and volunteering schemes within the private sector.

6.0 MONITORING, EVALUATION, RESEARCH AND LEARNING (MERL)

Monitoring, Evaluation, Research and Learning (MERL) form a critical pillar in ensuring the effective implementation, accountability, and sustainability of the Policy. Some gaps remain in the measurement and documentation of volunteerism outcomes in Kenya, largely reflecting the limited and fragmented nature of existing research and evidence systems. Few and inconsistent studies have examined volunteerism in a structured manner, with the most notable national assessment undertaken in 2017, which provided an important baseline on the economic contribution of volunteer work. Beyond this assessment, research on volunteerism in Kenya has remained fragmented, largely project-based, and concentrated within specific organizations or sectors. Consequently, the available evidence base is insufficient to provide a comprehensive understanding of the scale, characteristics and outcomes of volunteer engagement across the country. This limited research architecture underscores the need to establish and strengthen a coherent Monitoring, Evaluation, Research and Learning (MERL) system for volunteerism in Kenya.

A robust MERL system will facilitate systematic research to identify emerging models of volunteer engagement, document best practices, and generate new knowledge on volunteerism

The key policy measures for strengthening MERL will include:

- i. Establish and operationalize a national volunteerism monitoring, evaluation, research and learning framework.
- ii. Integrate volunteerism indicators into existing national and county Monitoring and Evaluation (M&E) systems to ensure systematic tracking and reporting across all sectors.
- iii. Build capacity of MCDAs, and VIOs on data management, M&E practices, and results-based reporting for volunteerism.
- iv. Promote research on volunteerism to generate evidence, identify emerging models and best practices, and support knowledge sharing and learning among actors. .Promote partnerships with academia, research institutions, and development partners to undertake studies on volunteerism, including its socio-economic impact, barriers, and best practices.
- v. Conduct surveys, impact assessments and institutionalize periodic reporting on the state of volunteerism to establish impact, inform policy review, decision-making, and resource allocation.
- vi. Enhance the Community Development Management Information System (CDMIS) to serve as a centralized platform for data collection, analysis, and dissemination across MCDAs, development partners and VIOs.

7.0 INFORMATION AND COMMUNICATION

Effective information and communication is critical to the successful implementation of volunteerism policies and programmes. Currently, information on volunteer opportunities, policies, and the contributions of volunteers remains limited.

To address this, robust information and communication mechanisms are required to facilitate awareness, knowledge sharing, and coordination at national and county levels.

The Policy therefore proposes the following measures:

- i. Establishing an integrated and accessible information and communication framework for volunteerism in Kenya.
- ii. Promoting the visibility of volunteerism as a key component of national development.
- iii. Leveraging on digital and innovative communication technologies for information sharing and engagements
- iv. Promoting documentation and knowledge management on volunteerism to inform policy and practice.

8.0 POLICY REVIEW

A comprehensive review of the Policy will be done every ten (10) years to incorporate emerging trends, best practices, and innovative strategies that strengthen volunteerism in Kenya. This review process will ensure the policy remains relevant, responsive and aligned with national development priorities and global standards. Implementation of the policy will be subject to continuous monitoring by the Ministry responsible for Volunteerism, in collaboration with relevant stakeholders.

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ANNEX 1: IMPLEMENTATION MATRIX

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|--|--|--|-----------|------|--------------------|-----------------------------|
| | | | | | | Lead Organisation | Other Actors |
| Thematic Area 1: Coordination and Institutionalization of Volunteerism | | | | | | | |
| 1. | Establish and operationalize national coordination mechanisms for volunteerism | National Inter-Agency Volunteerism Committee established and operationalised | <ul style="list-style-type: none"> • Committee established • No. of coordination meetings held | 2026–2028 | 10M | MLSP | MCDAs, CSOs |
| 2. | Establish county volunteerism coordination mechanisms | County Volunteerism Inter-Agency Committees established and operationalised | <ul style="list-style-type: none"> • No. of counties with established coordination committees | 2026–2028 | 30M | County Governments | MLSP |
| 3. | Develop and operationalise a National Volunteer Programme | National Volunteer Programme established and implemented | <ul style="list-style-type: none"> • National Volunteer Programme developed • No. of volunteers deployed through national programmes | 2026–2030 | 30M | MLSP | NYS, NYC, VIOs |
| 4. | Mainstream volunteerism into national and county development planning frameworks | Volunteerism integrated into national and county development plans | <ul style="list-style-type: none"> • No. of national and county development plans integrating volunteerism | 2026–2030 | 15M | MLSP | National Treasury, Counties |
| 5. | Strengthen partnerships and collaboration with development partners and non-state actors | Partnerships supporting volunteer programmes strengthened | <ul style="list-style-type: none"> • No. of partnerships established • No. of volunteerism programmes supported through partnerships | 2026–2030 | 20M | MLSP | Development Partners, CSOs |
| 6. | Strengthen data collection and management systems on volunteerism | Volunteerism data integrated into national | <ul style="list-style-type: none"> • Volunteerism data integrated into CDMIS | 2026–2028 | 20M | MLSP | ICT Authority, KNBS |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|--|---|--|-----------|------|-------------------|---|
| | | | | | | Lead Organization | Other Actors |
| | | information systems | <ul style="list-style-type: none"> No. of volunteer records captured and managed | | | | |
| Thematic Area 2: Data and Information Management on Volunteerism | | | | | | | |
| 1 | Strengthen the volunteerism module in the Community Development Management Information System (CDMIS) to store, organize, manage and integrate volunteer data across sectors, levels of government, and development partners | Enhanced volunteerism module for integrated management and reporting on volunteer. | <ul style="list-style-type: none"> Volunteerism module integrated and operationalised No. of institutional MISs integrating with the volunteerism Module. No of volunteer records captured and managed through the CDMIS | 2026-2028 | 20M | MLSP | MICDE Development partners |
| 2 | Institutionalize digitized periodic reporting on volunteerism by all relevant agencies and organizations, anchored within national planning and performance frameworks | Institutionalized digitized periodic reporting system on volunteerism integrated within national planning and performance frameworks. | <ul style="list-style-type: none"> No. of relevant agencies and volunteer-involving organizations submitting periodic volunteerism reports through the national digital reporting system. Existence of a functional digital platform for volunteerism reporting integrated into national planning and performance monitoring frameworks. | 2026-2028 | 10M | MLSP | SDEP MCDAs Private Sector CSOs VIOs Development Partners |
| 3 | Establish and enforce data governance protocols to promote inclusivity, ensure ethical standards, and safeguard the | Data governance protocols established and operationalised | <ul style="list-style-type: none"> Data governance protocols for volunteer information developed and adopted. | 2026-2028 | 10M | MLSP | MICDE MCDAs Private Sector CSOs VIOs |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|---|---|--|-----------|------|-------------------|--|
| | | | | | | Lead Organization | Other Actors |
| | confidentiality and protection of volunteer information | | <ul style="list-style-type: none"> • No. of institutions complying with established volunteer data governance standards. • No. of reported data breaches or ethical compliance incidents | | | | Development Partners |
| 4 | Strengthen documentation and dissemination of evidence on the socio-economic contributions of volunteerism and integrate the findings into national management information systems. | Evidence on the socio-economic contributions of volunteerism documented, disseminated, and integrated into national management information systems. | <ul style="list-style-type: none"> • No of studies or reports produced • No of knowledge products disseminated to stakeholders. • Evidence on volunteerism integrated into relevant national management information systems and reporting frameworks. | 2026-2028 | 30M | MLSP | MICDE MCDAs Private Sector CSOs VIOs Development Partners |
| 5 | Leverage digital technologies and innovative tools for volunteerism coordination and management including linking volunteers with opportunities | Digital platforms and innovative tools established to support volunteer coordination, management, and matching of volunteers with opportunities. | <ul style="list-style-type: none"> • No. of digital platforms or tools developed or utilized for volunteer coordination and management. • No. of volunteers registered on digital volunteerism platforms. • No. of volunteer opportunities advertised or matched through digital platforms. | 2026-2028 | 20M | MLSP | MICDE MCDAs Private Sector CSOs VIOs Development Partners |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|--|---|--|---|-----------|------|-------------------|--|
| | | | | | | Lead Organization | Other Actors |
| 6 | Develop and operationalise cybersecurity and digital safety standards for online volunteers | Cybersecurity and digital safety standards established and operational to protect online volunteers and digital volunteer platforms. | <ul style="list-style-type: none"> • Cybersecurity and digital safety standards for online volunteers developed and adopted. • No. of online volunteer platforms compliant with established cybersecurity and digital safety standards. • No. of volunteers trained or sensitized on digital safety and cybersecurity practices. | 2026-2028 | 10M | MLSP | MICDE MCDAs Private Sector CSOs VIOs Development Partners |
| Thematic Area 3: Resources for Volunteerism | | | | | | | |
| 1 | Mobilize and allocate financial and technical resources to support volunteerism programmes at the national and county levels. | Enhanced financial and technical support at national and county levels. | <ul style="list-style-type: none"> • Amount of financial resources allocated for volunteerism • No. of volunteerism initiatives supported | 2026-2030 | 30M | MLSP | MoE MoYA&CE MOH MPS MoPS&HCD Development partners County Governments |
| 2 | Develop and implement a resource mobilization strategy that is inclusive of state and non-state actors | Resource mobilisation strategy developed and operationalised | <ul style="list-style-type: none"> • Resource mobilisation strategy • Amount of financial and in-kind resources mobilized | 2026-2028 | 10M | MLSP | MoE MoYA&CE MOH MPS MoPS&HCD Development partners County Governments |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|--|---|--|-----------|------|-------------------|--|
| | | | | | | Lead Organization | Other Actors |
| 3 | Strengthen coordination and co-financing partnerships with development partners and relevant non-state actors | Enhanced coordination and co-financing partnerships established | <ul style="list-style-type: none"> • No of coordination and co-financing partnerships established • No. of volunteerism programmes supported through partnerships. | 2026-2030 | 20M | MLSP | MoE MoYA&CE MOH MPS MoPS&HCD Development partners County Governments |
| 4 | Promote incentive mechanisms to encourage organizations to support volunteer initiatives. | Incentive mechanisms established to encourage organizations to support and expand volunteer initiatives. | <ul style="list-style-type: none"> • Incentive framework for organizations supporting volunteer initiatives developed and operationalized. • No. of organizations receiving incentives for supporting volunteer initiatives. | 2026-2030 | 30M | MLSP | MoE MoYA&CE MOH MPS MoPS&HCD Development partners County Governments |
| 5 | Mainstream volunteerism into national and county development plans and allocate a dedicated budget to strengthen its visibility and sustainability | Volunteerism integrated into national and county development planning frameworks with dedicated budget allocations. | <ul style="list-style-type: none"> • No. of national and county development plans integrating volunteerism. • Amount of budget allocated to support volunteerism programmes at national and county levels. • No. of volunteerism initiatives implemented through national and county development plans. | 2026-2030 | 20M | MLSP | MCDAs Development partners Private Sector |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|--|--|--|---|-----------|------|-------------------|---|
| | | | | | | Lead Organization | Other Actors |
| Thematic Area 4: Capacity Building for Volunteerism | | | | | | | |
| 1 | Develop and implement a national competency-based training framework for volunteerism, including standardized modules on ethics, rights, and project management | A national competency-based training framework for volunteerism developed and operationalized | <ul style="list-style-type: none"> • National competency-based training framework • No. of standardized training modules developed and implemented. • No. of volunteers trained | 2026-2030 | 10M | MLSP | MCDAs Development partners Private Sector |
| 2 | Institutionalize capacity development programmes to equip officers and stakeholders with competencies in volunteerism management, coordination, and implementation | Institutional capacity development programmes established and implemented | <ul style="list-style-type: none"> • Capacity development programme for volunteerism management developed and implemented. • No. of institutions implementing capacity development initiatives on volunteerism. | 2026-2030 | 20M | MLSP | MCDAs Development partners Private Sector |
| 3 | Promote leadership development, mentorship, and peer learning to enhance innovation, accountability, and ethical practice across the volunteerism ecosystem | Leadership development, mentorship, and peer learning initiatives established and strengthened | <ul style="list-style-type: none"> • No. of leadership development and mentorship programmes established for volunteerism stakeholders. • No. of participants engaged in mentorship and peer learning initiatives • No. of knowledge-sharing and peer learning platforms established | 2026-2030 | 10M | MLSP | MCDAs Development partners Private Sector |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|--|---|---|--|-----------|------|-------------------|---|
| | | | | | | Lead Organisation | Other Actors |
| 4 | Integrate volunteerism education into the educational curriculum and strengthen volunteerism through resource allocation, training, and recognition programmes to foster civic responsibility from an early age | Volunteerism integrated into the education system through curriculum, training, and recognition initiatives | <ul style="list-style-type: none"> • No. Volunteerism modules integrated into the national curriculum and co-curricular programmes • No. of learners participating in school-based volunteerism programmes. • No. of teachers and education stakeholders trained on volunteerism education. | 2026-2028 | 20M | MoE | MLSP MCDAs Development partners Private Sector |
| 5 | Strengthen research and knowledge management capacities to generate evidence and support learning in volunteerism. | Strengthened research and knowledge management capacities for evidence generation and learning in volunteerism. | <ul style="list-style-type: none"> • No. of research studies conducted on volunteerism. • No. of knowledge products or learning platforms developed and disseminated on volunteerism. | 2026-2028 | 20M | MLSP | The National Treasury and Economic Planning |
| 6 | Establish digital literacy programs to support volunteer capacity building | Digital literacy programmes established to enhance the digital competencies of volunteers. | <ul style="list-style-type: none"> • No. of digital literacy programmes developed and implemented for volunteers • No. of volunteers trained in digital literacy skills. • No. of institutions supporting digital literacy initiatives for volunteers. | 2026-2028 | 20M | MLSP MICDE | MCDAs Development Partners CSOs Private Sector |
| Thematic Area 5: Volunteer Protection | | | | | | | |
| 1. | Develop and operationalise a Volunteer Protection | Volunteer protection framework | <ul style="list-style-type: none"> • Volunteer protection | 2026–2028 | 15M | MLSP | CoG, Development |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|--|--|--|-----------|------|-------------------|--|
| | | | | | | Lead Organisation | Other Actors |
| | Framework including safety standards, insurance and codes of conduct | developed and operationalised | framework developed <ul style="list-style-type: none"> • No. of institutions adopting volunteer protection standards | | | | nt Partners, CSOs |
| 2. | Establish a Volunteer Management System to track volunteer engagement and deployment | Volunteer Management System established and operationalised | <ul style="list-style-type: none"> • Volunteer Management System developed and operational • No. of volunteer records captured | 2026–2028 | 20M | MLSP | ICT Authority, KNBS |
| 4. | Train Volunteer Involving Organizations on safeguarding and volunteer protection | Safeguarding capacity strengthened among volunteer organisations | <ul style="list-style-type: none"> • No. of organisations trained on safeguarding policies • No. of trainings conducted | 2026–2030 | 10M | MLSP | Training Institutions, CSOs |
| 5. | Establish incident reporting and response mechanisms for volunteers | Volunteer incident reporting systems established | <ul style="list-style-type: none"> • Incident reporting mechanism established • No. of incidents reported and addressed | 2026–2028 | 10M | MLSP | Counties |
| 6. | Conduct volunteer orientation and risk awareness programmes | Volunteers equipped with knowledge on safety and volunteer roles | <ul style="list-style-type: none"> • No. of volunteers trained on safety and risk management | 2026–2030 | 15M | MLSP | Training Institutions, CSOs |
| 7. | Provide psychosocial support services for volunteers | Volunteer support systems established | <ul style="list-style-type: none"> • No. of volunteers accessing counselling and psychosocial support services | 2026–2030 | 10M | MLSP | MOH, CSOs |
| Thematic Area 6: Volunteer Recognition | | | | | | | |
| 1. | Develop and operationalise a national volunteer recognition framework | National volunteer recognition framework developed and implemented | <ul style="list-style-type: none"> • Volunteer recognition framework developed and adopted | 2026–2027 | 8M | MLSP | MCDA's Development partners Private Sector |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|--|--|--|---|-----------|------|-------------------|---|
| | | | | | | Lead Organization | Other Actors |
| 2. | Establish annual volunteer awards and certification programmes | Volunteer awards programme established and implemented | <ul style="list-style-type: none"> No. of volunteers recognized annually | 2026–2030 | 15M | MLSP | Private Sector, Development Partners |
| 3. | Promote volunteer achievements through awareness campaigns and media platforms | Increased public awareness of volunteer contributions | <ul style="list-style-type: none"> No. of awareness campaigns conducted No. of volunteer stories highlighted | 2026–2030 | 8M | MLSP | Media, CSOs |
| 4. | Develop volunteer spotlight platforms to showcase volunteer achievements | Volunteer recognition platforms established | <ul style="list-style-type: none"> No. of volunteer recognition platforms established | 2026–2030 | 5M | MLSP | Media Houses |
| 5. | Organize national and county volunteer appreciation events | Volunteer appreciation events institutionalized | <ul style="list-style-type: none"> No. of volunteer appreciation events held annually | 2026–2030 | 10M | MLSP | Counties MCDAs Development partners Private Sector |
| 6. | Support Volunteer Involving Organizations to implement volunteer recognition initiatives | Recognition initiatives implemented by volunteer organisations | <ul style="list-style-type: none"> No. of organizations implementing volunteer recognition initiatives | 2026–2030 | 14M | MLSP | CSOs, Private Sector |
| Thematic Area 7: Volunteerism and Inclusion | | | | | | | |
| 1 | Develop and implement inclusive volunteerism frameworks and standards to ensure equal access and participation for underrepresented groups | Inclusive volunteerism frameworks and standards established and implemented to promote equitable participation of underrepresented groups. | <ul style="list-style-type: none"> No. of inclusive volunteerism frameworks and standards Proportion of volunteers from underrepresented groups participating in volunteer initiatives. | 2026-2028 | 20M | MLSP | NGEC NCPWDs Other MCDAs Private Sector CSOs VIOs Development Partners |
| 2 | Promote the design of accessible volunteer programs, including the use of assistive technologies and | Accessible volunteer programmes designed and implemented to | <ul style="list-style-type: none"> No. of volunteer programmes adopting accessibility and | 2026-2030 | 20M | NCPWDs MLSP | MCDAs Private Sector CSOs VIOs |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|---|--|--|-----------|------|--------------------|---|
| | | | | | | Lead Organisation | Other Actors |
| | flexible models, to accommodate persons with disabilities and marginalized communities | enhance participation of persons with disabilities and marginalized communities. | <p>inclusive design measures.</p> <ul style="list-style-type: none"> • No. of volunteer initiatives utilizing assistive technologies or flexible participation models. • Proportion of volunteers from persons with disabilities and marginalized communities participating in volunteer programmes. | | | | Development Partners |
| 3 | Integrate inclusive recruitment practices and diversity sensitization training across all volunteer-involving organizations | Inclusive recruitment practices and diversity sensitization training institutionalized within volunteer-involving organizations. | <ul style="list-style-type: none"> • No. of volunteer-involving organizations adopting inclusive recruitment guidelines. • No. of diversity sensitization trainings conducted for volunteer programme staff and coordinators. • Proportion of volunteer-involving organizations implementing diversity and inclusion practices. | 2026-2030 | 10M | NCPWDs MLSP | MCDAs Private Sector CSOs VIOs Development Partners |
| 3 | Strengthen monitoring and reporting on inclusion by embedding relevant indicators in national | Inclusion indicators integrated into national volunteer data management systems to | <ul style="list-style-type: none"> • No. of inclusion indicators integrated into national volunteer data management systems. | 2026-2030 | 20M | MLSP | NCPWDs MCDAs Private Sector CSOs VIOs |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|---|---|--|---|-----------|------|-------------------|---|
| | | | | | | Lead Organization | Other Actors |
| | volunteer data management systems | strengthen monitoring and reporting. | <ul style="list-style-type: none"> No. of institutions reporting on inclusion indicators through volunteer data management systems. No. of periodic reports generated on inclusive participation in volunteer programmes. | | | | Development Partners |
| 4 | Strengthen partnership and collaborations with organizations of and for vulnerable and marginalized groups including persons with disabilities to expand inclusive volunteer opportunities and share best practices | Partnerships with organizations of and for vulnerable and marginalized groups strengthened to support inclusive volunteer opportunities. | <ul style="list-style-type: none"> No. of inclusive volunteer opportunities created through partnerships. No. of knowledge initiatives conducted with partner organizations. | 2026-2030 | 20M | MLSP | NCPWDs MCDAs Private Sector CSOs VIOs Development Partners |
| 5 | Enhance awareness on inclusive volunteer engagements across sectors | Increased awareness and promotion of inclusive volunteer engagements across sectors. | <ul style="list-style-type: none"> Proportion of sectors integrating inclusive volunteer engagement in programmes and initiatives. Level of stakeholder awareness on inclusive volunteerism. | 2026-2030 | 30 | MLSP | NCPWDs NGEC Other MCDAs Private Sector CSOs VIOs Development Partners |
| Thematic Area 8: Legislation on Volunteerism | | | | | | | |
| 1. | Develop legislation to regulate and promote volunteerism in Kenya | National Volunteerism legislation developed and enacted | <ul style="list-style-type: none"> Draft Volunteerism Bill developed A Volunteerism Act enacted | 2026–2028 | 20M | MLSP | AG, KLRC, Parliament |

| | Strategies | Expected Output | Indicators | Timeframe | Cost | Responsibilities | |
|--------------------|---|---|--|-----------|-------------|-------------------|--------------------------|
| | | | | | | Lead Organization | Other Actors |
| 2. | Conduct national and county stakeholder consultations on the volunteerism legislative framework | Inclusive stakeholder consultations conducted | <ul style="list-style-type: none"> No. of stakeholder consultations held No. of stakeholders participating | 2026–2028 | 15M | MLSP | County Governments, CSOs |
| 3. | Develop national standards and operational guidelines to guide volunteer engagement | Volunteerism regulations and operational guidelines developed and operationalised | <ul style="list-style-type: none"> Volunteerism regulations developed and adopted No. of institutions implementing volunteerism guidelines | 2027–2028 | 8M | MLSP | MCDAs, CSOs, VIOs |
| 4. | Conduct public awareness and sensitization on volunteerism legislation | Increased awareness and compliance with volunteerism legislation | <ul style="list-style-type: none"> No. of awareness campaigns conducted No. of stakeholders sensitized on volunteerism legislation | 2028–2030 | 12M | MLSP | Media, Counties, CSOs |
| GRAND TOTAL | | | | | 755M | | |