

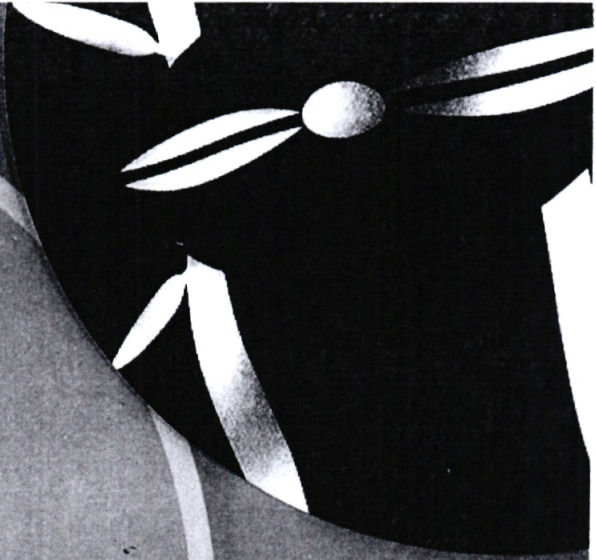


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**NATIONAL COHESION
AND INTEGRATION
COMMISSION**

ANNUAL REPORT 2016



CORE STATEMENTS

Our Vision

*A Peaceful, Cohesive, United and Integrated
Kenyan Society*

Our Mission

*To facilitate the elimination of all forms of ethnic
discrimination and proactively promote tolerance
understanding, acceptance of diversity, peaceful
coexistence and unity*

Core Values

Professionalism

*We are committed to serving our clients with
utmost professionalism*

Affirmative Action for the marginalized and the minorities

*We endeavor to undertake affirmative action for
the marginalized and the minorities*

Respect for Diversity and inclusivity

*We respect diversity and ensure inclusion in our various
engagements*

Integrity

We provide our services with utmost integrity

CORPORATE INFORMATION

NATIONAL COHESION AND INTEGRATION COMMISSION

KMA Centre, 6th Floor – Mara Road, Upper Hill

P.O. Box 7055 -00100

GPO, Nairobi.

Tel: 254-20-8073264/5

Toll Free: 15666

Mobile +254-702 777000

Email: info@cohesion.or.ke

Website: <http://www.cohesion.or.ke>

Twitter: [@NCIC_Kenya](https://twitter.com/NCIC_Kenya)

Facebook: National Cohesion and Integration Commission

PRINCIPAL BANK

Kenya Commercial Bank

Sarit Branch, Nairobi

INDEPENDENT AUDITORS

Auditor-General

Kenya National Audit Office

P.O. Box 30084 -00100 GPO

Nairobi



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Nelson Mandela

“

*We commit ourselves to the
construction of a complete,
just and lasting peace.*

”

EXECUTIVE SUMMARY

As the Cohesion Commission, 2016 was yet another year of fruitful outcomes marked with heightened political activities sounding the 2017 General Elections bells. Even with this, the country still experienced relative calm save for few incidences of conflict and violence that were ably mediated by the Commission.

One of the Commission's core mandate is to promote peaceful coexistence through mediation, dialogues and conflict mitigation. In 2016, the commission resolved over 10 inter-community and clan conflicts arising from competition for natural resources, county resources and opportunities, as well as political motivated violence. It spearheaded eight peace dialogues and mediation meetings that mitigated conflicts in Isiolo, Nandi, Kisumu, Kisii, Meru, Marsabit, Tana River, and Garissa counties. These dialogues facilitated the cessation of hostilities between the conflicting communities.

Major efforts were dedicated towards promoting strategies that would reduce ethnic discrimination consequently promoting equity and equality within public institutions. The Commission launched three key reports that undertook Ethnic and Diversity Audits of Parastatals, Independent Commissions, Public Universities and their constituent colleges as well. The Commission went further, by holding special forums with policy makers of the audited institutions to disseminate the findings and discuss strategies for improvement.

The Commission worked towards inculcating a national culture and value system that upholds and inspires a Kenyan identity. It immensely contributed towards shaping perceptions of Kenyans to embracing tolerance and respect for diversity through research, education, law enforcement and alternative dispute resolution programs that were rolled out across the 47 counties. Additionally, targeted sensitization, awareness and capacity building programs were implemented. These included Amani (peace) club initiatives targeting learning institutions; peace building and mediation training programs for women, youth and grass root communities; police training on Hate Speech; and sensitization for media and the general public on the Commission's mandate.

Through the Amani Clubs initiative, the Commission in collaboration with the Ministry of Education, Twaweza Communications and Google Kenya set up virtual and human networks dubbed "Google Bridges". This pilot online platform is serving as a model on how technology specifically Google tools can be applied to address the challenges of youth and cohesion, in particular bridging the divides between people, communities and cultures.

Finally, the Commission continued to spur partnerships and linkages with likeminded institutions and partners towards increasing synergy and resources for the delivery of its huge mandate. This year, two new partnerships were instituted with the Government of Japan –through UNwomen and the Foundation of Open Society Institute to facilitate the implementation of pilot projects on Countering Violent Extremism and a study on criminal gangs and their impact on national cohesion respectively.

The outcomes recorded by the Commission are evidence of its commitment in facilitating and promoting a Kenyan society whose values are harmonious and non-discriminatory. These projects shall be implemented in the subsequent year.

SECTION ONE

STATEMENT & GOVERNANCE

- 1.1 Statement from the Chairperson
- 1.2 Governance
- 1.3 Statement from the Commission Secretary
- 1.4 Management



1.1. Statement from the Chairman



Hon. K.F.X Ole Kaparo, EGH, SS
Chairman NCIC

“

*....communities
signed peace
pacts that
have sustained
peaceful
coexistence in
their localities...*

”

I am delighted to present the annual report and financial statements of the National Cohesion and Integration Commission, for the year ending 30th June 2016. For NCIC, 2016 was yet another year of outstanding financial performance. This remarkable improved performance is testament to the great potential that the Commission has and emphatically underscores continued focus on cohesion and peaceful coexistence among Kenyans.

NCIC was established under the NCI Act of 2008 which was enacted against a backdrop of a fast-declining national integration and cohesiveness coupled with the post-election violence that almost crippled the country during the 2007/2008 General Election. NCIC was therefore set-up to facilitate elimination of all forms of ethnic discrimination and to proactively promote tolerance, understanding and acceptance of diversity, peaceful coexistence and unity.

To achieve this mandate, the Commission undertook several activities during the financial year under review that have been highlighted in details. A key highlight during this period has been the Commission's efforts to ensure that the financial, technological, physical and human resources available to it are used efficiently to achieve the results stated in the Commission's Strategic Plan.

During this financial year therefore, the Commission through the Peace Building and Reconciliation Department facilitated reconciliation dialogues between warring communities in different parts of the country. As a result, some conflicting communities signed peace pacts that have sustained peaceful coexistence in their localities. In addition, the Commission through the Research, Policy Planning Department spearheaded the development of a five-year Strategic Plan which outlines five key strategic pillars. These include: National identity and values; Peace building, Reconciliation and integration, Policy and legal Framework, Research and Knowledge Management and Organizational Development.

Under the NCI Act 2008, the Commission is mandated to work with other lead agencies including law-enforcing agencies in order to implement cohesion and integration regulations. Consequently, NCIC trained over 1200 police officers across the country, focusing more on hotspot regions to strengthen the Commission's operation at the grassroots involving Kenyans at every level.

NCIC continues to demonstrate leadership in matters relating to peace and cohesion in this country by putting in place structures that enhance effective management and service delivery. A strong link between the Commissioners and the Secretariat is established through the various Commission committees that are chaired by various Commissioners. This structure ensures that the Commission pays attention to critical areas of its core functions and provides guidance with the aim of meeting clients' expectations, as well as the objectives outlined in the Strategic Plan.

NCIC is on a sound footing. Hence, the Commission will endeavor to uphold the Constitution of Kenya for a desirable cohesive, peaceful and harmonious society. I am confident that enhanced collaboration with other key stakeholders will enhance its mandate of achieving the Vision 2030 as well as the Sustainable Development goals.

I would like to thank our partners as well as stakeholders for the support that they have accorded us. Let me also thank the public for their continued feedback that has helped us improve service delivery. I also acknowledge the support of the Civil Society and of the members of the fourth estate, for always standing behind us and promoting our brand in their own unique and special ways.

Finally, I thank my fellow Commissioners for complementing me in providing guidance and leadership to the Commission. The Management and staff have worked assiduously and I commend them generously on behalf of the Board.

Thank you and God bless you

A handwritten signature in black ink, appearing to read 'X. Kaparo', written in a cursive style.

**HON. FRANCIS XAVIER OLE KAPARO, EGH, SS
CHAIRMAN
NATIONAL COHESION AND INTEGRATION COMMISSION.**

1.2. Governance



**Hon. Francis Ole Kaparo,
Commission Chairman**

Hon. Francis Ole Kaparo was inaugurated as the Commission Chairman by President Uhuru Kenyatta on September 11th 2014 alongside seven other commissioners to lead the National Cohesion and Integration Commission of Kenya.

Hon. Francis Ole Kaparo is a lawyer by profession with vast experience in Kenya's political and development discourse. He holds a Bachelor of Laws degree from the University of Nairobi and a post graduate Diploma in Laws from Kenya School of Law. Hon. Kaparo was admitted to the roll of Advocates as an Advocate of the High Court of Kenya since 1997

Hon. Kaparo is the longest ever serving Speaker of the National Assembly of Kenya, having served from 1993-2008. Before then, he previously served as Minister for Labour 1990-1991, Minister for Industry 1991-1993, Assistant Minister for National Guidance and Political Affairs 1988-1989, Assistant minister for Supplies and Marketing 1989-1990. He was also a Member of Parliament for Laikipia east in 1988-1992.

Hon. Francis Ole Kaparo has served in various capacities as well in the government of Kenya and Africa as a whole. This includes chairman to the Commonwealth Parliamentary Association 1995-1997, Chairman, Steering committee of Speakers' conference - Africa Region 1997-1999, Chairman, Steering committee of Speakers' conference of the CPA international 2004-2006, Member of the African Union Observer Mission to the Zimbabwe Election and President of the Inter Parliamentary Union General Assembly in 2006. Hon. Francis Ole Kaparo is the current Chief Scout of the Kenya Scouts Association.

Before joining the Commission, Hon. Francis Ole Kaparo was the immediate Chairman to the National Environmental Management Authority and The United Republican Party ■



**Irene N. Wanyoike
Commissioner**

Commissioner Irene N. Wanyoike holds a Bachelor of Laws degree from the University of Nairobi and a post graduate Diploma in Laws from Kenya School of Law. Commissioner Irene is an Alternative Dispute Resolution (ADR) Practitioner with emphasis in Mediation. She is a member of the Chartered Institute of Arbitrators (CI Arb) in both Kenya and London Branches. Currently she is the Honorary treasurer and Council member of CI Arb. Irene Wanyoike has also been a private Consultant, working closely with FIDA in Family Mediation and the Chartered Institute of Arbitrators.

Irene Wanyoike has a wide knowledge in the field of Mediation and Arbitration, Public Sector Reforms, Governance, Human Rights, and is very passionate on issues of Women and Youth Empowerment. She is a Civic Educator in the National Steering Committee of the Kenya National Integrated Civic Education (K-Nice) which had been under the then Ministry of Justice and Constitutional Affairs. She is also in the Panel of Mediators at the newly established Strathmore Dispute Resolution Centre at Strathmore University Campus. Irene Wanyoike is the Convenor of the Association of Professional Societies in East Africa's (APSEA) Constitutional Implementation and Oversight Committee and a member of Professional Integrity and Ethics Committee of APSEA.

Commissioner Irene N. Wanyoike serves in various Professional Bodies in different positions. She is the Chairperson of the Centre for Alternative Dispute Resolution (CADR), and a Senior 1st Vice Chairperson of the Association of Professional Societies in East Africa (APSEA). She is the Honorary Treasurer of the Chartered Institute of Arbitrators (CI Arb), and a Board Member of the Kenya Private Sector Alliance (KEPSA). Irene also serves in several committees and secondary school boards and offers pro bono services on Family Mediation and Reconciliation ■



**Belinda Ochiel,
Commissioner**

Commissioner Belinda holds a Masters in Communication Studies and a Master of Diplomacy both from the University of Nairobi. She is Policy, Advocacy and Communications Specialist with 13 years' experience in democracy, governance, health and human rights work. She has vast experience in research, policy analysis and evidence based advocacy, documentation of human rights violations, civic education, reporting and outreach, complaints handling and redress, behavior change communications and knowledge management, partnership building and resource mobilization.

Comm. Belinda Akoth is a seasoned policy, advocacy, and communications expert with regional and international experience in peace building, democracy, governance, and human rights. She was the Director of Policy, Advocacy, and Communications at the Commission on Administrative Justice (Office of the Ombudsman) Kenya with the Responsibility of Designing, Implementing, Monitoring and Evaluating Advocacy and Communications Programmes to Promote Administrative Justice, Good Governance and Enhance Realization of Human Rights. Previously, she spearheaded national peace initiatives and was instrumental in the investigations and documentation of 2007/2008 post-election violence in Kenya ■



Aden Abdi Mohammed
Commissioner

With a Master of Science in Project Planning and Management from the University of Bradford, Comm. Adan Abdi Mohamed previously undertook County Coordination with regard to drought management and food security through the operation of a County Drought Early Warning System, coordination and participation in County and national food security assessment and surveys and regular community information feedback. He earlier managed the Arid Lands Resource Management Project as a Drought Management Coordinator.

Comm. Adan has 23 years of experience, both as an educationist and a development worker under various capacities. He also handled and coordinated drought mitigation response activities; handled and facilitated Conflict dialogues and mitigations, coordinated development agencies both government departments, civil societies, NGOs, INGOs and UN Agencies at County level.

He has skills working in hardship, drought and conflict prone areas, has the capacity to respond to emergency situations, in the areas of drought and conflict mitigation and relief operations, and has knowledge of working with communities in micro-development projects. Comm. Aden has adequate skills in the design, formulation and management of development projects, has knowledge of coordinating government, donors, NGOs, Civil society and international Agencies coupled with abundant administrative and supervisory skills ■



Dr. Roba D. Sharamo
Commissioner

Commissioner Dr. Roba D. Sharamo has over 16 years of experience in international development, diplomacy and conflict analysis and resolution where he worked in senior management positions with the United Nations Development Programme (UNDP) in Kenya, Government of Kenya, non-governmental organizations and a leading think-tank, Institute for Security Studies in Addis Ababa and Nairobi, among other international institutions. Most recently, he worked for UNDP as the Team Leader for Peace Building and Conflict Prevention Unit. He received his Doctorate in Conflict Analysis and Resolution from George Mason University, United States of America (USA) in 2012. His doctoral dissertation is entitled, "Predatory Politics and Struggles of Peacemaking in Somalia," at George Mason University, Arlington, Virginia, US.

Dr. Roba has a Masters degree in Sustainable International Development from Brandeis University, Boston, USA, 2002 and a Bachelor of Science from Kenyatta University, Nairobi, Kenya, 1998. He has lectured and made presentations at numerous regional and international conferences and published key monographs and scholarly articles on peace and security in Africa. He also co-edited two monographs: with Berouk Mesfin entitled Regional Security in Post-Cold War Horn of Africa (April 2011); and The State of Human Security in Africa (co-edited with C. Ayangafac) in April 2012, respectively. He is committed to the institutionalization of the inter-related agendas of peace, cohesion and integration in Kenya. His areas of specialization include conflict analysis and resolution, political economy, peacebuilding, mediation and negotiation. Dr. Roba Sharamo was appointed as a Commissioner of the National Cohesion and Integration Commission (NCIC) by His Excellency President Uhuru Kenyatta on 12th August 2014 ■



Dr. Joseph Wamocho Nasongo
Commissioner

Commissioner Dr. Joseph Wamocho Nasongo is holder of PhD degree in Conflict Resolution and Management of Masinde Muliro University of Science and Technology, Master's degree in Philosophy of Education and Bachelor's degree in Education arts of Kenyatta University. His PhD thesis was titled 'An analysis of feminist epistemology: Logical pedagogical implications to education in Kenya'. He joins the Commission from the world of academia with twenty four years' experience as an educationist, seven of which he taught in secondary schools, six years at Maseno University and eleven years at Masinde Muliro University of Science and Technology. He has vast experience in teaching, research and publications. His research interests include: Peace studies, conflict resolution and management, Education, feminism, and philosophy. He has attended and presented papers at conferences in local as well as international conferences.

Dr. Joseph W. Nasongo is also a member of professional associations namely: Association of Disaster Management and Conflict Resolution of Kenya (ADMCRK), Organization of Social Science Research in Eastern Africa (OSSREA) and Association of Third World Studies. He has actively participated in community development through engagement in civic education, review of peace building training manual, research on impact of violent conflicts on education and member of boards of management of schools and sub county district education board. His worldview is guided by the philosophy that the human person has requires conducive environment to flourish. Conducive environmental factors include: peace, societal development ■

a rich endowment of potential that requires basic needs, quality education, respect for human dignity and freedom to exercise talents in enhancing individual and societal development ■



Prof. Gitile Joseph Naituli
Commissioner

for development and Conflict Resolution and Mitigation.

Prof. Naituli is the author of more than 25 papers on Leadership and Management that have been published in professional journals or presented at various professional international conferences. He has also authored and co-authored more than 8 books in business Management.

Prof. Naituli is a Technical Specialist with the United Nations Environment Programme (UNEP), Mainstreaming Environment for Sustainability in African Universities (MESSA). He has also been helping African Universities to develop projects on adaptation to climate change and also providing technical assistance to the concerned African Universities, besides organizing, planning and participating in strategic meetings and Seminars/workshops. Prof. Naituli has been a Consultant for UNESCO Windhoek Cluster Office to Angola, Lesotho, Namibia, South Africa and Swaziland. In 2008, Prof. Naituli was appointed as the co-ordinator for the International Training Programme in Education for Sustainable Development in Higher Education in African Universities by Ramboll Natara AB and SIDA of Sweden. He chaired the University of Gondar (Ethiopia) Senate Committee that helped develop a curriculum based on the United Nations guidelines on Education for Sustainable Development (ESD), which used ESD tool kit as a resource ■



Hon. Morris M. Dzoro, EGH
Commissioner

Commissioner Hon. Morris M. Dzoro, EGH has over 15 years working experience and exposure in leadership and development at both local and international level. He has been keen in empowering communities to determine their own future and realize their full potential and worth by helping them demonstrate their relationship and live at peace with each other and their environment in order to meet their own long-term needs and livelihood with the main aim of transforming their lives.

Hon. Morris Dzoro served as a Cabinet Minister in the Ministry of Tourism and Wildlife from 2003 to 2007; an Assistant Minister for Public Service between 2002 and 2003; and a Member of Parliament from 2002 to 2007. Prior to that, he worked as the Programme Manager for the World Vision – Kenya, in different counties and regions. He has also worked as a Part-Time Lecturer at both the University of Nairobi and Daystar University.

Hon. Morris Dzoro is currently pursuing a PhD degree course on Tourism Management at the Moi University. He holds a Masters of Arts (MA) Degree in Theology and Development from the University of Leeds, UK; a Bachelor of Arts (BA) degree in Community Development from Messiah College, USA; and a Diploma in Communication Arts from the Daystar University, Kenya. Hon. Dzoro has attended training in different fields such as Strategic Planning and Management at CORAT; Proposal Writing and Health Management at AMREF; Cross Cultural and Peace Keeping at the London Institute and Advanced Leadership Course from Singapore. He has also attended several seminars and conferences, including the World Tourism Organization in Malaysia; Public Service Conference in South Africa and International Urban Ministry in Chicago, USA. Hon.

Dzoro brings to the Commission valuable knowledge and experience in leadership, peace building and conflict resolution; partnerships and relationships across sectors (networking and collaboration) ■



Mr. Hassan Mohamed
Commission Secretary

Mr. Hassan Mohamed is the Commission Secretary since June 2010. He holds an MA in Economic and Social Studies (Development Administration and Management) from University of Manchester UK; Post Graduate Diploma in Public Administration and Management from Glasgow Caledonian University, UK; and Diploma in Range Management from Egerton University.

Mr. Hassan is a career Civil Servant who has served in various Government Ministries culminating in his promotion to the rank of Senior Deputy Secretary. He was awarded the Order of the Grand Warrior of Kenya in 2009 for Peace building efforts whilst serving as the Coordinator of the National Steering Committee for Peace Building and Conflict Management in the Office of the President. Mr. Hassan also received exposure in international peace while he was on secondment as a Special Envoy of IGAD to the Sudan Peace Process in 2009 - 2010. He has extensive knowledge in Government Financial Management, having served as a Budget Supply Officer in the Ministry of Finance in 1997 – 2006 ■

1.3. Statement from the Commission's Secretary



Mr. Hassan Mohamed, OGW.
Commission Secretary

“

*...intensified
public advocacy
on matters
relating to
cohesion and
strengthened
partnerships...*

”

I am glad to present to you the National Cohesion and Integration Commission report for the year 2016. The Annual Report and Financial Statements, as at 30th June, 2016 are an indication of a successful year. I am ecstatic to be part of the team that delivers such remarkable results.

During the period under review, NCIC undertook strategic measures to attain a cohesive, harmonious and peaceful country by implementing varied interventions. Among the key achievements during the year is the development and implementation of national cohesion policies for promotion of peaceful coexistence; increased tolerance among warring communities due to intensified dialogue, mediation and conflict mitigation measures undertaken; improved accountability within public institutions as a result of ethnic diversity audits revealing status of inclusion in resource sharing within four key public institutions i.e. Universities, the Independent Commissions and Parastatals; and implementation of peace initiative (Amani Clubs) within institutions of learning to promote attitude and behavior change towards embracing diversity and peaceful coexistence.

Further, the Commission intensified public advocacy on matters relating to cohesion and strengthened partnerships aimed at curbing hate speech, as well as ethnic contempt. It established partnerships with the Communications Authority of Kenya, Criminal Investigation Department and the National Police service in sealing gaps that had largely contributed to a number of hate speech cases not meeting the required threshold that would enable prosecution. The Commission signed a Memorandum of Understanding with the Media Council of Kenya to train journalists on sensitive election reporting and sharing of information. The Commission entered into another

partnership with the Communication Authority of Kenya, to vet and approve bulk political messages before transmission to the public, a measure taken in preparation for the upcoming 2017, General Elections.

Human capital is considered a key resource to the success of any organization. The Commission has maintained a strong human capital with skilled and competent staff that facilitated this outstanding performance. To ensure sustained competence for service delivery, the Commission has continuously invested in talent management, through sponsoring the training of select employees in various relevant fields. The Commission's staff have therefore remained steadfast, committed and patriotic in delivering NCIC's mandate. I sincerely, thank them for their loyalty and hard work.

I am indebted to the Commissioners for their good counsel; timely guidance and decision making; zeal in fund raising and ploughing uncharted ground. This facilitated the delivery of these impressive results and also bore new partnerships with institutions such as the European Union, Department for Foreign Aid and International Development (DFID), Foundation of Open Society Institute (FOSI), National Counter Terrorism Center, Government of Japan, in addition to already existing ones such as – United Nations Development Programme (UNDP) and United Nations Women (UN Women) among others.

I also thank the Government of Kenya- through the Ministry of Interior and Coordination of National Government and development partners for their technical and financial support, which has been very instrumental in realizing our success. I am confident that the Commission has remained and will continue to be steadfast to its vision of ensuring a Peaceful, Cohesive, United And Integrated Kenyan society.



MR. HASSAN MOHAMED, OGW.
COMMISSION SECRETARY

1.4. Management



Mr. Hassan Mohamed
Commission Secretary

Mr. Hassan Mohamed has been the Commission Secretary since June 2010. He holds an MA in Economic and Social Studies (Development Administration and Management) from University of Manchester UK, Post Graduate Diploma in Public Administration and Management from Glasgow Caledonian University, UK; and Diploma in Range Management from Egerton University.

He is a seasoned career Civil Servant with over 35 years experience in various Government Ministries culminating in his promotion to the rank of Senior Deputy Secretary. Mr. Hassan also served in international peace while on secondment as a Special Envoy of IGAD to Sudan Peace Process in 2009 - 2010. He has extensive knowledge in Government Financial Management ■



Dr. Benjamin Kituku

Dr. Benjamin Kituku is the Director Finance, HR and Administration, the administrative arm of the Commission and is composed of the following divisions: Finance and Accounts, Human Resource, Administration, Supplies Management and ICT.

He is a Certified Public Accountant of Kenya (CPA-K) and a member of ICPAK. He holds a Master's in Business Administration (MBA) Finance and Strategic Management from the University of Nairobi and a BVMPH from the same University ■



Ms. Millicent Apondi Okatch

Ms. Okatch is the Director Programmes and Technical Services. She holds a Masters of Arts Degree with specialization in Sociology and Community Development and Bachelor of Arts Degree in Sociology and Communication both from the University of Nairobi. She is a certified Bullet Proof Management and Development specialist having been trained by APMG and Raiser Group. Ms. Okatch is a result-oriented, hands-on Social Development expert, with a successful 19 year career, having worked for various International, Relief and Development Non-Governmental Organizations (NGOs) in different capacities. A better part of her career growth has been realized while working for Care International, Community Aid International and World Vision International in different capacities in Programmes Management. She has also short stints working for Goal Kenya and People Against Torture (PAT).

Ms. Okatch's great management skills and ability to steer teams, partnership and linkages enabled her to oversee sensitive and big projects funded by donors. ■



Mr. Kyalo Mwengi

Mr. Kyalo Mwengi is the Assistant Director Complaints, Legal and Enforcement Department, which receives and investigates complaints of ethnic and racial discrimination and makes recommendations to the parliament and any other relevant government department or authority.

He is an advocate of the high court of Kenya and a member of the Law Society of Kenya. He holds a Bachelors degree in Social Legislation (BSL), Bachelors in Laws (LLB) from Dr. Babasahab Ambedkar Marathwada University, India and a Diploma in Law from the Kenya School of Law ■



Dr. Sellah King'oro

Dr. Sellah King'oro is the Assistant Director of Research, Policy and Planning at the National Cohesion and Integration Commission. This department collects, collates and synthesizes information on various issues of interest to the Commission and is also key in policy development, planning and implementation.

She holds a PhD in Peace and Conflict Studies from Kisii University, a Master of International Studies of the University of Nairobi and Bachelor of Arts in Education from Maseno University, a Postgraduate Diploma in Democracy and Peace from Bradford University and she is also a Rotary Peace Fellow with a Diploma in Peace and Conflict Studies from Chulalongkorn University, Thailand ■



Mr. Liban Guyo

Mr. Liban Guyo is the Assistant Director, Reconciliation and Integration at the National Cohesion and Integration Commission. This department is involved in the promotion and sustenance of the national peace and reconciliation agenda.

He holds a Master's Degree in Governance and Development from Sussex University and a BA in International Relations from United States International University-Africa Nairobi, Kenya ■



**Mr. Kilian Nyambu
Machila**

Mr. Kilian Nyambu is the Assistant Director, Civic Education and Advocacy at the National Cohesion and Integration Commission. The department spearheads initiatives aimed at policy influence and advocacy, public education and awareness, capacity development and outreach.

He holds a Master of Education (M.Ed) in Educational Administration and Planning as well as Bachelor of Education (Arts) degree from the University of Nairobi. He has multiple certificates in various management programmes from different training institutions including the Kenya Institute of Administration ■



**Ms. Olive C Metet,
MPPRSK**

Ms. C Metet is the Assistant Director Communication and Knowledge Management in NCIC. The department is charged with the management of all internal and external communication and knowledge of the Commission. She has over 12 years in the field of Corporate Communication and Knowledge Management. She has excellent skills in Strategic Corporate Communications and Public Relations, spearheading award winning publications as well as media campaigns having grown through the ranks, from a public relations officer to Head of Corporate Communications and Customer Experience.

She joined the Commission from the Higher Education Loans Board among working in other Government Parastatals. She holds a Masters of Arts in Communication Studies from the University of Nairobi and a Bachelor of Arts degree in Communication-Public Relations (Honors) from Daystar University. She is a member of Public Relations Society of Kenya (PRSK). She has established, spearheaded and manages communication and Knowledge management functions at NCIC. ■

2

SECTION TWO

SECTION TWO: WHO WE ARE

2.1. Establishment of NCIC

2.2. What we Do



2.1. ESTABLISHMENT OF NCIC

The National Cohesion and Integration Commission is a statutory body established by the National Cohesion and Integration Act, No.12 of 2008 (NCI Act, 2008) enacted after the 2007 Post Election Violence (PEV). The Commission was formed under Agenda 4 of the National Dialogue and Reconciliation Agreement (NDRA) that recognized that long term issues such as poverty, inequitable distribution of resources and perception of historical injustices as well as exclusion of segments of the Kenyan society were among the causes of prevailing social tensions, instability and cyclic violence in electoral processes in Kenya. The Commission's policies are driven by Commissioners appointed under section 17 of the NCI Act.

2.2. WHAT WE DO

Principal Activity

As stipulated in the National Cohesion Integration Act of 2008, the object and purpose for which the Commission was established is to inculcate national identity and values, mitigate ethno political competition and ethnically motivated violence, eliminate discrimination on ethnic, racial and religious basis, promote national reconciliation and healing.

Specific Functions

The object and purpose for which the Commission is established as espoused in the National Cohesion and Integration Act No.12 of 2008, is to facilitate and promote equality of opportunity, good relations, harmony and peaceful coexistence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof. Without prejudice the Commission shall:

- a. Promote the elimination of all forms of discrimination on the basis of ethnicity or race;
- b. Discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;
- c. Promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- d. Plan, supervise, co-ordinate and promote educational and training programmes to create public awareness, support and advancement of peace and harmony among ethnic communities and racial groups;
- e. Promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;
- f. Promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;
- g. Promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;
- h. Investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the

- remedial measures to be taken where such complaints are valid;
- i. Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;
 - j. Identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and political endeavors, and recommend to the Government and any other relevant public or private body how these factors should be overcome;
 - k. Determine strategic priorities in all the socio-economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;
 - l. Recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;
 - m. Monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;
 - n. Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;
 - o. Monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;
 - p. Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;
 - q. Make recommendations on penalties to be imposed on any person for any breach of the provisions of the Constitution or of any law dealing with ethnicity;
 - r. Monitor and report to the National Assembly the status and success of implementation of its recommendations;
 - s. Issue notices directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and;
 - t. Do all other acts and things as may be necessary to facilitate the efficient discharge of its functions.

In the discharge of its functions under this Act, the Commission:

1. Shall not be subject to the direction or control of any other person or authority.
2. Shall publish the names of persons or institutions whose words or conduct may undermine or have undermined or contributed towards undermining good ethnic relations, or who are involved in ethnic discrimination or the propagation of ethnic hate.

3. May enter into association with such other bodies or organizations within or outside Kenya as it may consider desirable or appropriate, and in furtherance of the purpose for which the Commission is established.
4. The Commission shall have power to summon witnesses and to call for the production of books, plans and other documents and to examine witnesses and parties on oath.

Principles and Values of NCIC

NCIC's cardinal principle is zero tolerance to discrimination. The core values are:

Professionalism

We are committed to serving our clients with utmost professionalism

Affirmative Action for the marginalized and the minorities

We endeavor to undertake affirmative action for the marginalized and the minorities

Respect for Diversity and inclusivity

We respect diversity and ensure inclusion in our various engagements

Integrity

We provide our services with utmost integrity

SECTION THREE

OUR PERFORMANCE

3.0. Introduction

3.1. A national culture and value system that upholds and inspires a Kenyan identity

3.2. Transformative institutions, communities and structures that promote peace building, reconciliation and integration towards national cohesion

3.3. Practices and structures that provide equal opportunities for all

3.4. Research programs that address inequalities using empirical and scientific data

3.5. A Commission that is visible, responsive, active, functional and effective in delivering its mandate



3.0. INTRODUCTION

In the year under review, the Commission undertook targeted activities and programs geared at attaining the achievements in line with five Key Result Areas (KRAs) as discussed below.

1. A National Culture and Value system that upholds and Inspires a Kenyan identity
2. Transformative institutions Communities and Structures that promote Peace building Reconciliation and Integration towards national Cohesion
3. Practices and structures that provide equal opportunities for all
4. Research Programs Studies and Audits that address conflicts and inequalities using empirical and Scientific data
5. A Commission that is visible responsive, active, functional and effective in delivering its mandate

3.1. A NATIONAL CULTURE AND VALUE SYSTEM THAT UPHOLDS AND INSPIRES A KENYAN IDENTITY

The Commission supported educational and training programs that increased awareness on peace and harmony among ethnic communities. Consequently, the Commission partnered with other strategic institutions to achieve a national culture and a value system that upholds and inspires a Kenyan identity. The following key achievements were realized;

a. Kenya National Youth Summit: The Commission, in partnership with Ongoza Kenya, Strathmore Business School (SBS) and the Nation Media Group convened a National Youth Summit held between, 3rd - 7th May 2016, at the Multimedia University. Themed, 'My Peace, My Life', the summit brought together 235 youth leaders drawn from the 47 counties with the aim of harnessing their participation in informing policy and local civic engagement strategies on peace and security in Kenya.

The summit focused on three issues: youth unemployment, youth involvement in extremist violence and actionable strategies to ensure positive ethnicity, informed and peaceful participation of local communities in the 2017 General Election. The goal of the initiative was to promote active and responsible citizenship premised on national values and identity, community and national cohesion.

The four- day summit applied the interactive and participatory approach that took the form of 'peer-review workshops'. In groups of 10-12 people, the youth leaders identified specific opportunities

and challenges to employment, peace and security in their local counties and proposed strategies for interventions. The Youth, Peace and Security Barometer was developed.



NCIC Commissioners, the US Ambassador and Ongoza staff during the Youth Summit

b. Sensitization Forums: The Commission conducted targeted sensitization forums in various institutions. Among these include a forum on national cohesion and national values held at Maasai Mara University, in Narok County. The forum brought together 160 staff and 207 students respectively. The participants were sensitized on several thematic topics particularly geared at reinforcing their role in cohesion and peace building. Also sensitized on national Cohesion and National values were 35 University of Nairobi staff.

c. Celebrating The International Day of Peace : The International Day of Peace is an annual event set apart by the United Nations General Assembly to be observed every 21st September. The event resonates with the mandate of the Commission. The theme of the 2016 international day of peace was Partnership for Peace 'Dignity for all'. The Commission mobilized 300 youth from various schools across the country to join other Kenyans in marking the event at The Nyayo Stadium. As a result, over 2000 people were reached with peace messages and 200 trees planted to symbolize peace. Some of the speakers who graced the event included; a representative of the Principal Secretary, Ministry of Education, Nairobi County Commissioner, UN Resident Coordinator, NCIC Chairperson, Commissioners and the Cabinet Secretary Ministry of Youth, Sports and Culture. The climax of the celebrations was the launch of Amani Clubs and the handing over of the Amani Club Guidelines to the Deputy President and President of the Children's Government.



Commission Chairman Hon. Francis Xavier Ole Kaparo, EGH, SS, Commissioner Hon. Morris M. Dzoro, EGH and CS for Sports Hon. Hassan Wario releases the symbolic dove during Celebrations of International Day of Peace and the launch of peace clubs

d. National Drama Festivals: The Commission has continued to support drama festivals in its endeavor to mainstream cohesion and integration. The 57th edition of the 2016 National Drama Festival was held in Meru County from 5th-13th April, 2016 where the Commission participated in advancing the theme of Developing Artistic Talents for National Development. It underscored values of resilience and self-regulation among Kenyans, particularly among the youth. The festival provided a suitable platform to facilitate appreciation of national diversity by promoting tolerance, understanding and peaceful co-existence.

e. Promoting Peace (Amani) Clubs in institutions of Learning : The Commission undertook various Amani club initiatives targeting schools across the Country as outlined below:

Kwale County: The Commission facilitated the launch of Amani clubs in 20 schools bringing together over 800 students who participated in several peace initiatives such as Kwale County Peace gala and debate. Following these initiatives, the Commission has established that most schools are currently using peace clubs as a means of conflict resolution.

Kiambu County: The Commission supported one peace symposium held at Alliance High School bringing together over 100 clubs within the county.

Meru County: The Commission in collaboration with Global Peace Foundation (GPF) supported one Peace Rally at Chuka University bringing together over 500 students from selected campuses within Meru County. The participants were sensitized on the importance of national cohesion and ethnic tolerance and the role they play as peace agents.

Kisii County: The Commission supported Kisii University to conduct Student Leaders Forum on peace. The objective of the forum was to sensitize the student leaders on peace building, cohesion and responsible leadership. This forum brought together Kisii University student leaders drawn from all the satellite campuses. Consequently reaching over 500 students.

Taita –Taveta County: The Commission supported one Student Council Leaders' Conference held at Dr. Aggrey High School, in Wundanyi. Themed 'Re-evaluating value systems in our youth for social transformation', the conference brought together over 400 student leaders from the County. This provided a good platform for the Commission to sensitize leaders on National Cohesion and Integration, its mandate, successes, milestones and establishment of Amani clubs.

Google Bridges Hangouts: Amani Club Google hangout is a project led by Twaweza Communications partnering with the Commission, Ministry of Education and other partners. The project seeks to model technology using Google tools in tackling the challenge of youth violent extremism affecting the youth. It is anticipated that through this initiative will promote embracing of diversity culture using virtual human networks. The project is capitalizing in using the existing Amani clubs structures in schools.



NCIC CEO Mr. Hassan Mohamed (right) presenting an award and certificate of recognition to a Peace Club Patron in Kwale.



(Left) Mr. Kilian Nyambu (NCIC, Director Civic Education) presenting NCIC publications to Alliance High School Peace Club Patron during a peace symposium

f. Marsabit Peace Caravan: The Commission in collaboration with the Kenya Scouts Association (KSA) conducted the Marsabit peace caravan. The peace caravan brought together scouts from all the sub counties in Marsabit County and culminated in a major peace meeting in Moyale County. The caravan aimed at promoting peaceful coexistence between the different ethnic communities residing in Marsabit and reached over 5000 people.

g. Supporting and Promoting Cultural Diversity: In the year under review, the Commission participated and sponsored several cultural festivals that included the following:

- Ura gate Tharaka Cultural;
- Lamu County Government;
- Tamasha Festival Masinde Muliro University;
- Kabianga University Festival
- Youth Theatre Peace Festival
- Mashujaa Peace Walk

The Commission used these festivals to advance messages on peaceful coexistence, tolerance and acceptance of diversity reaching a total of 4000 people; 1500 in Meru Ura Gate Festival over 2000 in Lamu; 500 in Kabianga University and Taita Taveta County. Besides, the Commission enhanced its publicity on its core mandate highlighting issues such as promotion of inclusivity in sharing public resources; management of hate speech; as well as dialogues and mediations among conflicting communities.



NCIC Commissioners participating in one of the dances during the festivals.

h. Training for teachers and education stakeholders: The Commission in partnership with the Ministry of Education, Science and Technology held several workshops targeting teachers, students and other education stakeholders on the establishment of Amani clubs. In the period under review the Commission supported five counties thus 721 participants; Nairobi- 100, Embu- 75, Kakamega -96, Nandi county -721 and Muranga – 50. The participants were trained on and issued with Amani club guidelines to enable them establish Amani clubs in their respective schools.

Additionally, the Commission conducted training at Kaiboi Technical Training Institute in Nandi County. The objective of this forum was to sensitize students on the Amani club guidelines and enable them establish the said club in the institution, as well as undertake peace activities. Over 400 students and members of the teaching staff were sensitized on the establishment of Amani clubs and promotion of national cohesion and integration. Moreover, more than 400 assorted IEC materials were disseminated to the participants.



Participants during the training workshop on Amani clubs in Nairobi County.



Commission's vice chair Commissioner Irene Wanyoike and Commissioner Dr. Joseph Nasongo addressing the press during the Murang'a Amani Club training workshop.

3.2. TRANSFORMATIVE INSTITUTIONS, COMMUNITIES AND STRUCTURES THAT PROMOTE PEACE BUILDING, RECONCILIATION AND INTEGRATION TOWARDS NATIONAL COHESION

Pursuant to Sections 25(2) (g) of the NCI Act, 2008, the Commission is responsible for securing and enhancing ethnic and racial harmony and peace through promoting arbitration, conciliation, mediation and similar forms of Alternative Dispute Resolution (ADR) mechanisms. The ADR mechanism is also recognized in article 189(2) of the Constitution of Kenya 2010. NCIC uses dialogue extensively as a tool for achieving peace and reconciliation between and amongst communities. Mediation often exists alongside dialogue efforts. During the period under review, the following was achieved.

a. Fact Finding Missions- National and County Government: The Commission interacted with officials of the National government, specifically the County Commissioners, representatives of the County Security Intelligence Committees and County Government. The fact finding missions were undertaken in Kwale, Mombasa, Meru, Muranga, and Isiolo counties with the aim of establishing increasing understanding of the underlying issues of conflict within the said Counties. The Commission met with key stakeholders among them CSOs, women, youth, and inter-religious leaders.

b. Laikipia County Cohesion Initiatives: The Commission facilitated two community meetings aimed at discussing the cross border and inter-ethnic conflicts affecting the Samburu community in Laikipia County. These meetings were necessitated by the invasion of Ilingwesi conservancy owned by the Ilingwesi Community Group Ranch Samburu Warriors. It was established that the tension was instigated three years ago due to the progressive encroachment of the ranch by the Samburu in their bid to search for pasture for their livestock. As a result a draft cease resolution was adopted and a joint peace committee established to continue to enhance the promotion of peaceful coexistence.

c. Kisumu-Vihiga Boundary Dispute: The Commission convened two meetings in Kisumu and Maseno towns, Kisumu County with a view of promoting peaceful coexistence among the communities residing in the region. The Commission interacted with members of the County Security Intelligence Committee, Karateng' elders and Kisumu West sub county peace committee members. The Commission established that rising tensions exist between Kisumu and Vihiga County residents due to the tussle over the ownership of Maseno area and distribution of resources along the two borders. Among other issues raised during the forums included; discrimination in employment opportunities in Maseno University resulting in tensions between the locals and the students, power struggle between existing churches and marginalization of the Luhya community residing in Maseno. The Commission has continued to engage the local communities, the two county governments, national government and The IEBC in finding a lasting solution.

d. Peace building in North Rift, Baringo County: Baringo County experienced intra and inter county conflict during the period under review. The perennial conflict has involved communities within Baringo and neighboring counties such as West Pokot and Turkana with the Tugen, Njemps, Sengwer, Pokot, Ogieks and the Turkana communities bearing the brunt of these conflicts. The inter ethnic conflict in Baringo County has revolved around cattle rustling, access to resources such as water and pasture and political contestation. The Commission facilitated several grassroot peace meetings using local facilitators in Loruk, Kipnai, Kositei and Kainding/Paka. There is significant reduction in hostilities after these meetings and locals who fled their homes returned. The schools were re-opened and normalcy resumed.

e. Isiolo County Interethnic peace dialogue: The Commission facilitated a series of peace building in the County targeting political leaders, elders and youth of warring communities. The forums were exclusive peace dialogue meeting bringing together the Turkana and Samburu warriors in Oldonyiro, Longopito and Loruk areas. The peace dialogue forums saw an end to the incessant killings and resumption of normalcy in the affected areas.

f. Nandi-Kisumu Inter community dialogue: The Commission in partnership with the offices of the County Commissioners and Sub-County Peace Committees from Nandi and Kisumu counties initiated an inter-ethnic peace meeting following violent conflicts between the Luo and Kalenjin communities living along the common border. NCIC Chairperson Hon. Francis Ole Kaparo chaired the forum that was attended by area member of parliament from Tinderet and Muhoroni constituencies, and representatives from the Kisumu and Nandi County Government. As a result, the communities unconditionally agreed to end hostilities and the leaders signed a joint declaration dubbed the “Chemell Declaration” that was endorsed and witnessed by the Commission.



Chair of NCIC Hon. Francis Ole Kaparo facilitating a handshake between the Chairpersons of Muhoroni and Tinderet sub-county peace committee, signifying the end of hostilities between their respective communities.

The Commission facilitated further follow up meetings that led to:

- Return of stolen livestock to their owners;
- Re-opening of the common market along the border of the two counties as result of improved security;
- The formation of a 30 member cross-border peace committee to further pacify the area and promote positive interethnic relationship and
- Measures put in place to discourage cattle theft that included rebranding of livestock, closure of unlicensed slaughter houses and drawing of sale agreement between sellers and buyers of livestock.

g. Ameru-Borana peace dialogue meeting: Retaliatory attacks as a result of cattle theft have been a common feature along the Meru-Isiolo border. Violent conflicts between the two communities claimed several lives and displaced scores of others. The Commission initiated intra and inter-ethnic dialogue forums between the two communities, through holding separate meetings with each of the feuding communities in order to understand their grievances and finding a lasting solution. An intra- dialogue meeting was held in Kinna, Isiolo County with the representatives of the Boran community. The Commission also met and held discussion with the leadership of the Ameru Community in Lare sub-county. A joint meeting bringing together over 200 participants saw a unanimous agreement between the community members agree to end hostilities and embrace peaceful coexistence and harmonious living. The meeting which was held at Murera Lodge, ended with the signing of the peace accord by the two communities dubbed the “Murera” declaration.

h. Ngare Ndare (Isiolo) peace meeting between Laikipia Maasai and Samburu

Communities: Violent interethnic clashes on the border of Laikipia and Isiolo County has destabilized the Samburu and Maasai communities. Thousands of livestock were raided and 20 lives lost. The conflicts were brought about by a series of raids by the Samburu community as a result, the Commission in partnership with the Ministry of Interior and Coordination of National Government, convened a high level meeting at Ngare Ndare Bridge in a bid to mediate hostilities and reinstate peace, law and order between the warring Samburu and Laikipia Maasai communities. The meeting was co-chaired by Hon. Francis Ole Kaparo and Hon. Nkaissery Cabinet Secretary for Interior and Coordination of National Government. Among those who attended include; County Commissioners of Isiolo and Laikipia County and influential elders from Samburu and Maasai communities. The meeting led to immediate cessation of hostilities between the two communities.



NCIC Chairman addressing Samburu and Laikipia Maasai Communities at Ngare Ndare.

i. Pokomo and Somali Dialogue Meeting in Tana River and Garissa Counties: Both Tana River and Garissa communities are largely nomadic pastoralists who rely on the river Tana for their livelihoods. The scramble for the meagre resources led to conflict. On 30th March 2016, livestock belonging to the Somali community residing in Garissa County strayed into Pokomo communities' farms in Malindi ya Ngwena, Tana River. As a result, crops were damaged and livestock stolen causing heated exchange between the two communities. Three people were killed, many farms destroyed, five pumps and a number of livestock were stolen. This was meted by retaliatory attacks that aggravated the conflict that necessitated the Commission's intervention in partnership with security teams and elders from the two counties. Consequently, a three-day dialogue forum was conducted bringing together elders and leaders from the two communities. The forums resulted to a cessation of hostilities between the two communities and an improved understanding of the underlying issues such as border disputes, cattle theft, proliferation of Small Arms and Light Weapons. In addition, a peace agreement was endorsed and signed by the two antagonistic communities.

j. Women Peace and Dialogue Initiatives: Women play a critical role of moulding a wholesome society and ensuring the realization of sustainable peace and development in cohesion and peace building processes. It is for this reason that the Commission conducted a series of dialogue forums in Meru, Nyeri, Kiambu and Murang'a Counties reaching out to over 2000 women leaders through focus group discussions, public barazas and road shows. Resource allocation and distribution stood out as a major driver of conflict in the aforementioned counties with land tenure/adjudication issues, poor healthcare facilities, poor infrastructure, lack of water and rising insecurity.

The Commission used these platforms to enhance knowledge among women leaders on peace building, mediation and conflict resolution, national cohesion and integration matters with a view of creating a pool of women as peace actors.



Women Leaders during the training on peace building, mediation and conflict resolution in Nyeri County

k. Mandera Peace Project: The Commission in partnership with Interpeace, initiated the Mandera Pilot Peace Project. The project seeks to address impediments to peace in Mandera using

Participatory Action Research (PAR) methodology. Within the period under review, the Commission launched the Mandera Peace project on 29th July, 2016 and embarked on data collection on the instigators of conflict in Mandera. Key informant interviews and focus group discussions were conducted in the sub-counties of Mandera.

1. Nairobi Peace Talks:

In the quest to expand space for dialogue around peace-building and conflict-resolution, the National Cohesion and Integration Commission, partnered with Interpeace - an international peace building organization dedicated to building lasting peace - to organize a forum dubbed 'Nairobi Peace Talks' whose theme was 'I Contribute to Peace'. The event, held on November 12, 2015 at the United Nations Complex in Gigiri, attracted a diverse range of individuals who brought new and constructive perspectives on peace. The two-hour event allowed 10 speakers who were not just peace builders, but social entrepreneurs to provide new insights on peace in an 8-10 minute inspirational talk, known as 'Peace Talk'. Also present were 200 participants from all walks of life. Some of the challenges noted included time constraints as the forum only allowed limited interaction with the participants in the plenary.



Abass Gullet, the Head of the Red Cross addressing the participants.

As a result, the peace talks provided a platform for Kenyans to learn that peace is a collective responsibility. Secondly, NCIC committed to be holding annual debates/discussions on peace in Kenya.

m. Training for Maasai Mara University Staff: The Commission conducted training for Maasai Mara University (MMU) National Cohesion and National Values Mainstreaming (NC&NV) Committee on Peace building, National Cohesion and Integration. The training aimed at enabling the Committee members foster a peaceful and harmonious working environment within the university.



Maasai Mara University Staff and NCIC staff with the NCIC CEO, Mr. Hassan Mohamed, during the training of MMU on Peace Building, National Cohesion at the Commission's headquarters.

n. Training for County Women Leaders in Nyeri County: The Commission in partnership with the office of the Nyeri County Woman Representative held cohesion clinics in Nyeri County. In attendance were over 1,400 Sub County women leaders drawn from different ethnic and religious communities from Nyeri County. The forums were conducted in Nyeri County's six sub counties namely Nyeri Town, Tetu, Othaya, Mukurwe-ini, Mathira and Kieni sub counties and focused on the theme "Promoting Peaceful Coexistence and National Cohesion". The cohesion clinics enabled the participants to open up on the challenges they experience in integrating with each other and seeking solutions to address those challenges.



NCIC Comm. Gitile Naituli (center) and Mr. Kilian Nyambu (Asst. Dir) together with the participants during the cohesion forum in Nyeri County

3.3 PRACTICES AND STRUCTURES THAT PROVIDE EQUAL OPPORTUNITIES FOR ALL

Peace is one of the key pillars of sustainable development. The Commission has worked with key stakeholders to enhance the effectiveness of laws that would reduce ethnic and racial discrimination. During the period under review, the Commission undertook the following activities in an effort to ensure the implementation of these pieces legislation.

a. Cohesion and Integration Principles infused in National Police Service (NPS)

Recruitment.

Police recruitments have constantly been marred with allegations of ethnic discrimination and nepotism. NCIC led a process of inclusion of cohesion and integration principles in the National Police Service Commission (NPSC) Recruitment and Appointment Regulations, 2015. The regulations provide for the following;

- i. National ethnic ratio based on the latest population census results by the Kenya National Bureau of statistics and NCIC
- ii. Ethnic composition of the service prior to recruitment, and
- iii. The need for inclusion of marginalized groups and communities.

This has enhanced compliance of ethnic diversity of Kenyans with the marginalized and minorities groups accorded opportunity to serve in the National Police Service.

b. Training of Police Officers

To strengthen synergy between the Commission and security agencies on the enforcement of the law on hate speech and related offences, the Commission in collaboration with the National Police service (NPS) has been training police officers on the crimes and laws relating to ethnic discrimination, incitement and hate speech. During the year under review, the Commission trained 120 officers and equipped them with voice recording gadgets to record and store any utterances that may cause ethnic disharmony in their respective counties. The officers were drawn from 15 counties namely; Garisa, Tana River, Wajir, Mandera, Kitale, Kisumu, Kakamega, Vihiga, Nyamira, Bungoma, Homabay, Busia, Bomet, Narok and Kericho counties.

c. Review of legislation for infusion of cohesion and integration principles

Section 25 (2) (m) mandates the Commission to monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts. To achieve the above, the Commission worked with relevant stakeholders mandated with the development, review and reform of legislation and policies in Kenya including the Law Society of Kenya (LSK), Kenya Law Reform Commission (KLRC) and the Office of the Attorney General. In the year under review, the Commission reviewed all legislations and administrative policies on Citizenship and Registration of Persons and the Education Sector in Kenya. These proposals and observations have since been submitted to the relevant Government agency for review and considerations.

d. Global Network of Responsibility to Protect



Dr. Sellah King'oro representing the Commission at the Global Network of R2P focal points in Korea, June 2016

In the period under review, the Commission participated in the Global Network of Responsibility to Protect focal points in Seoul, Republic of Korea. The forum brought together more than 50 countries as well as representatives from the European Union and United Nations, including the UN Secretary-General's Special Adviser on the Prevention of Genocide, Mr. Adama Dieng. During the meeting UN Secretary General Ban Ki-moon and the Assistant High Commissioner for Protection at the UN Refugee Agency, Volker Turk, also addressed the R2P Focal Points via video message. NCIC shared its work which reinforced the efforts of the Government of Kenya to execute its responsibility to protect as stipulated in the 2005 world outcome report.

3.4 RESEARCH PROGRAMS THAT ADDRESS CONFLICTS AND INEQUALITIES USING EMPIRICAL AND SCIENTIFIC DATA

The Commission is mandated to offer empirical information geared towards informing interventions and policy direction. The translation of research findings into sustainable peaceful co-existence among different ethnic communities in Kenya remains a key component of the overall NCIC strategy. In the period under review, the Commission developed tools, models and carried out high quality research to enhance understanding of cohesion building.

a. Launch of the Ethnic and Diversity Audit of Parastatals, Commissions, and Public Universities and their Constituent Colleges

One key function of the Commission is to ensure ethnic diversity in public employment. Section 7(1&2) of the National Cohesion and Integration Act provides that; "All public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff. No public establishment shall have more than one third of its staff from the same ethnic community". Similarly, the Constitution of Kenya 2010 outlaws any discrimination on the basis of characteristics such as

ethnicity, race, age, disability and gender. It extols the virtues of diversity and places emphasis on the need to live in peace and unity as one indivisible sovereign nation. The Constitution also calls for ethnic diversity in the public service. In Article 232 (1) (h), “representation of Kenya’s diverse communities” is identified as one of the values and principles of the public service. In Article 232 (1) (i) & (ii), ‘affording adequate and equal opportunities for appointment, training, advancement, at all levels of the public service of the members of all ethnic groups’ is provided for. Significantly, this representation is required alongside merit and fair competition in paragraph (g) of the same Article.

In the period under review, the Commission launched three reports namely; Ethnic and Diversity Audit of Parastatals, Ethnic and Diversity Audit of Independent Commissions, and Ethnic and Diversity Audit of Public Universities and their Constituent Colleges.

On the overall, the studies established that institutions seem to be moving towards compliance. However, the Commission reckons that more still needs to be done to ensure inclusivity of minority and marginalized groups within employment. As such, the ethnic audits recommended that a strict measure should be adopted to ensure that public institutions comply with the laid down rules and regulations and particular measures or affirmative action embraced.

b. Kenyan Cohesion Online Map

In the period under review, the NCIC initialized the development of the ‘Kenya Cohesion Online map’ with a view of graphically representing issues of conflict in the country. The aim of the online map is to give a ‘bird’s eye view’ of the problem and show everyone’s perspectives on it, at the same time getting sufficient evidence to see issues and ideas which may otherwise go unnoticed. It is envisaged that the ongoing project will enhance conflict mapping and make it easy to identify hotspots at a glance while enabling on spot feedback or input from the public.

3.5 A COMMISSION THAT IS VISIBLE, RESPONSIVE, ACTIVE, FUNCTIONAL AND EFFECTIVE IN DELIVERING ITS MANDATE

NCIC’s efficiency and effectiveness depends on the quality of its employees. To enhance its capacity to deliver, the Commission focused on engaging competent and motivated staff. It has been the policy of NCIC therefore, to attract, recruit and retain qualified personnel in terms of academic and professional qualifications. During the period under review, the Commission prioritized and implemented the following in the promotion of organizational growth and development.

a. Development and Launch of the Strategic Plan – (2015 – 2020)

The National Cohesion and Integration Commission launched its 2015-2020 Strategic Plan. The Strategic Plan is an important milestone in the Commission’s journey to spur national cohesion and integration in Kenya. The NCIC is committed to providing a shared vision and lays a solid foundation for social cohesion and nationhood. Titled ‘Consolidating the Foundations for a Cohesive Nation within a Devolved System of Governance’, the Plan is a substantial step forward in better positioning NCIC to prevent, mitigate and resolve ethnic, religious, and racial conflicts in

Kenya today, as well as help create a cohesive and integrated Kenyan society within the current constitutional dispensation.

b. Enhancing NCIC Visibility through the Media

Due to an increase in the incidences of hate speech and incitement to violence, the Commission organized and conducted several press conferences and targeted media engagements. The aim of these initiatives was to increase awareness on NCIC mandate with a special focus on Section 13 and 62 of the NCI. Act 2008 that outlined NCIC's role on hate speech and ethnic contempt. As a result, over 20 million Kenyan populace was reached through print media and social media. This has led to increased understanding of NCIC mandate by the general public. Further the Commission has become a reference institution on all matters relating to cohesion and integration.

In the year under review, the Commission reviewed and published a number of key Information Education and Communication materials. Some of the key publications included; Ethnic and Diversity reports, Police Training manual, Complaints Handling procedures and other assorted publicity materials.

c. Integrated Public Complaints Referral Mechanism (IPCRM)

In the year under review the Commission supported the Integrated Public Complaints and Referral Mechanism (IPCRM) an initiative of the Ethics and Anti-Corruption Commission (EACC), Kenya National Commission on Human Rights (KNCHR), National Cohesion and Integration Commission (NCIC), National Anti-Corruption Campaign Steering Committee (NACCSC), Commission on Administrative Justice (CAJ) and Transparency International (TI). The aim of the initiative is to strengthen partnerships between the state oversight institution in handling, management and disposals of received complaints/reports, as well as feeding back to the members of the public lodging complaints. Briefly, the initiative involves receiving of any complaints by any partner agency and referring it through an online system to the relevant agency for the appropriate actions.

As a result of this partnership, handling, management and disposals of received complaints/ reports as well as feeding back to the members of the public lodging complaints has been strengthened. It has further led to efficient and effective access of services at devolved levels by establishing one-stop complaints and referral centers. The initiative has enhanced access to public complaints procedures established to address hate speech and ethnic discrimination, especially in rural/ remote areas.

d. Signing of Performance Contracts

During the period under review, 50 staff members signed performance contracts. Performance management and appraisal is key in delivering the Commission's mandate.

e. Personal Training

To enhance the human resource capacity of the Commission, seven officers were recruited during the period. Further the table below presents the data of staff trained, areas of training specialization during the year under review. The training is aimed at enabling employees acquire relevant skills, knowledge and attitudes required to enhance performance.

The Commission sponsored officers for various courses as shown here below:

S/ NO.	Course Title	Training Institution	No. of trained officers
1	Senior Management Course	Kenya School of Government	1
2	Inventory and Stores Management	Kenya Institute of Supplies Management (KISM)	2
3	Conflict Management Course	ESAMI- East and South Africa Management Institute	2
4	Records Management Course	Kenya School of Government	1
5	Effective Personal Assistants and Office Administrators Course	Kenya School of Government (KSG) Lower Kabete	1
6	Tax Conference Seminar	ICPAK	1
7	Regional Conference on Procurement Transformation for Regional Development.	Kenya Institute of Supplies Management.	1
8	The Inaugural Public Sector Conference	ICPAK. Flamingo Beach Resort Mombasa	2
9	Seminar for Continuous Education	Kenya School of Law	1
10	Dialogue Process and Mediation Efforts	Folke Bernadotte Academy, Sweden	1
11	Contemporary Political Economy Analysis Professional Development	Partnership for African Social & Governance Research	1
12	Secretarial Management Training	Kenya School of Government	1
13	Managing contracts and Supplier Relationships	Kenya Institute of Supplies Management	1
14	Continuing Legal Seminar	Kenya School of Law	1
15	Accounting and Finance for Non-Finance managers	ESAMI - East and South Africa Management Institute	2
16	Understanding and Implementing the new Procurement Law	International Supply Chain Solution	4
17	Effective personal assistants and office administrators course	Kenya School of Government (KSG)	1

18	Values and principles of public service.	Andy Adams strategic policies and research centre Consultancy -NAIROBI	3
19	Public Financial Management	Certified Public Accountants (ICPAK).	1
20	Fleet Operations and Management	Kenya Institute of Management,(KIM)	1
21	32nd Annual Seminar	Institute of Certified Public Accountants of Kenya,(ICPAK)	1
22	Developing purchase specifications, evaluating bids and developing professional opinions	Kenya Institute of Supplies Management (KISP)	1
23	Public Relations and customer care	Kenya School of Government (KSG)	1
24	Trustee Certification Programs	College of Insurance	1

f. Recruitment

To meet the human resource requirements of the Commission, seven officers were recruited during the period under review. The details are as shown here below:

S/ NO.	DESIGNATION
1.	Senior Internal Auditor
2.	Director Programs
3.	ICT Officer
4.	Investigations Officer
5.	Investigations Assistant
6.	Records Management Officer
7.	Assistant Director Communications & Knowledge Management

4

SECTION FOUR

CHALLENGES AND RECOMMENDATIONS

- 4.0 Challenges
- 4.1 Lessons Learnt
- 4.3 Recommendations



4.0. INTRODUCTION

The Commission realized significant achievements during the period under review. However, it also experienced some key challenges that impacted on its work. These challenges need to be addressed to enable greater impact. The Commission equally learnt a few lessons and best practices that will inform future overall program design and implementation.

4.1 CHALLENGES

- The misconception by the public on what hate speech is and what it is not, is still a major concern. Despite the increased awareness on and publicity by the Commission to define hate speech, much has not changed.
- The slow judicial process in the prosecution of hate speech and racial contempt cases has reduced public trust on the ability of the Commission to deliver its mandate. The Commission has also been faced with the challenge of unwillingness of some witnesses to testify or to provide the needed documents that would enable prosecution.
- The Commission experienced heightened political polarization across many counties arising from the boundary disputes, which spurred a number of ethnic tensions and conflicts witnessed in the just concluded period.
- The NCI Act that is long overdue for review is yet to be passed by the Parliament despite several lobbying efforts carried out by the Commission
- The Commission receives limited funding that inhibits the attainment of its full potential for program intervention.
- There is still overwhelming demand for sensitization, training and outreach program on cohesion and integration from institutions and the public. The current resources and staffing cannot march the demand.
- The offences of hate speech and ethnic contempt are now being propagated in cyber space and especially on social media platforms. Individuals use pseudonyms as well as propagate the offense outside the Kenyan jurisdiction challenging the investigation and prosecution of the offense.

4.2 LESSONS LEARNT

- The Commission has learnt the importance of establishing strategic partnerships and networks whose synergy helps generate technical and financial resources.
- There is urgent need to revise the current NCI Act 2008 and align it with the provisions of the Constitution and the Policy on National Cohesion. It is envisaged that this will strengthen the legal mechanisms that support the making of national cohesion and integration into the day-to-day practice of the public service.
- There is need to build sustainable linkages and synergy between the National and County

level actors in the peace building sector to facilitate a coordinated approach in reaching out to institutions and the public.

- Peace and reconciliation processes are not isolated events but rather continuous processes requiring persistent engagement with stakeholders that call for adequate human and financial resources.

4.3 RECOMMENDATIONS

- In preparation for the upcoming 2017 General Elections, and to reduce the levels of polarization in the country, the Commission ought to develop clear plans and strategies that will enhance peaceful coexistence across the 47 counties.
- The Commission to advocate for more funds from Government that would facilitate the execution of its mandate and support elections related activities. Besides Government, additional funding streams from other sources like development partners and donors to be explored.
- There is need for the legislators to pass the NCI Act bill that has been pending for over four years. This will enhance the effectiveness of the Commission.
- Strengthen the Commission's human resource capacity, devolve its services to the regions, upgrade its physical facilities and strengthen its communication and knowledge management.
- There is need to work with the Judiciary to implement use of alternative dispute resolution mechanisms.
- Representation of the diverse Kenyan communities in employment within the public service is an obligation reiterated in several legislation. The Commission to continue engaging with counties and other public institutions to enhance compliance with this legislation.

SECTION FIVE

FINANCIAL STATEMENTS

- 5.1. Report Of The Commissioners
- 5.2. Statement Of Commissioners' Responsibilities
- 5.3. Report Of The Independent Auditors On The Ncic
- 5.4. Statement Of Financial Performance
- 5.5. Statement Of Financial Position
- 5.6. Statement Of Changes In Net Assets
- 5.7. Statement Of Comparison Of Budget And Actual Amounts
- 5.8 Notes To The Financial Statements





National Cohesion and Integration Commission

Financial Statements

For the Year Ended

30th June 2016

Prepared in accordance with the Accrual Basis of Accounting Method under the
International Public Sector Accounting Standards (IPSAS)

5.1 REPORT OF THE COMMISSIONERS

The Commissioners submit their report together with the audited financial statements for the year ended June 30, 2016 which show the state of the Commission's affairs.

Principal activities

The principal activities of the Commission are to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof .

Results

The results of the Commission for the year ended June 30, 2016 are set out on page 1

Commissioners

The Commissioners who served during the year are shown on page iv to xv

Auditors

The Auditor General is responsible for the statutory audit of the Commission in accordance with the Section 68 of the Public Finance Management (PFM) Act, 2013, which empowers the Auditor General to nominate other auditors to carry out the audit on his behalf.

By Order of the Commission



Hassan Sheikh Mohamed, OGW
Secretary/Chief Executive Officer

5.2 STATEMENT OF COMMISSIONERS' RESPONSIBILITIES

Section 81 of the Public Finance Management Act, 2015 and section 14 of the State Corporations Act, require the Commissioners to prepare financial statements in respect of that Commission, which give a true and fair view of the state of affairs of the Commission at the end of the financial year/period and the operating results of the Commission for that year/period. The Commissioners are also required to ensure that the Commission keeps proper accounting records which disclose with reasonable accuracy the financial position of the Commission. The Commissioners are also responsible for safeguarding the assets of the Commission.

The Commissioners are responsible for the preparation and presentation of the Commission's financial statements, which give a true and fair view of the state of affairs of the Commission for and as at the end of the financial year (period) ended on June 30, 2016. This responsibility includes: (i) maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period; (ii) maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Commission; (iii) designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud; (iv) safeguarding the assets of the Commission; (v) selecting and applying appropriate accounting policies; and (vi) making accounting estimates that are reasonable in the circumstances.

The Commissioners accept responsibility for the Commission's financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgements and estimates, in conformity with International Financial Reporting Standards (IFRS), and in the manner required by the PFM Act and the State Corporations Act. The Commissioners are of the opinion that the Commission's financial statements give a true and fair view of the state of Commission's transactions during the financial year ended June 30, 2016, and of the Commission's financial position as at that date. The Commissioners further confirm the completeness of the accounting records maintained for the Commission, which have been relied upon in the preparation of the Commission's financial statements as well as the adequacy of the systems of internal financial control.

Nothing has come to the attention of the Commissioners to indicate that the Commission will not remain a going concern for at least the next twelve months from the date of this statement.


Approval of the financial statements

The Commission's financial statements were approved by the Commission on 14th March, 2017 and signed on its behalf by:



Hon. Francis Ole Kaparo EGH, SS

Commission Chairman.



Hassan Sheikh Mohamed, OGW

Secretary/Chief Executive Officer

5.3 REPORT OF THE INDEPENDENT AUDITORS ON THE NCIC

We have audited the accompanying (consolidated) financial statements of National Cohesion and Integration Commission for the year ended June 30, 2015, which comprise: (i) a statement of financial performance; (ii) a statement of financial position; (iii) a statement of changes in net assets; (iv) a statement of cash flows; (v) a statement of comparison of budget and actual amounts and (v) a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

The Commission's Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Public Sector Accounting Standards, and for such internal control as the management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

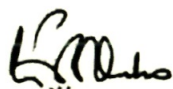
Auditors' responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with the International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Commission's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Commission as at June 30, 2015, and its financial performance as well as cash flows for the year then ended in accordance with International Public Sector Accounting Standards.



FCPA, Edward R. O. Ouko, CBS

AUDITOR-GENERAL

NAIROBI

Date: 24th April, 2017

5.4 STATEMENT OF FINANCIAL PERFORMANCE

For the year ended 30 June 2016

	Note	2015-2016 Kshs 000	2014 - 2015 Kshs 000
Revenue from non-exchange transactions			
Public contributions and donations	3	28,035	84,372
Transfers from other governments	4	311,107	364,120
		339,142	448,492
Revenue from exchange transactions			
Other income	5	12	842
Total revenue		339,154	449,334
Expenses			
Employee costs	6	130,329	101,058
Depreciation and amortization expense	7	32,387	34,209
Repairs and maintenance	8	11,201	7,366
General expenses	9	260,603	206,621
Total expenses		434,520	349,254
Other gains/(losses)			
Loss on sale of motor vehicle			
Loss on disposal of assests	10	(77)	(290)
Surplus for the period		(95,443)	99,790

5.5 STATEMENT OF FINANCIAL POSITION

As at 30 June 2016

	Notes	2015-2016 Ksh 000	2014 - 2015 Ksh 000
Assets			
Current assets			
Cash and cash equivalents	15	1,033	711
Receivables from non-exchange transactions	11	7,828	97,270
		8,861	97,981
Non-current assets			
Property, plant and equipment	12	120,450	127,768
Intangible assets	13	123	186
		120,573	127,954
Total assets		129,435	225,935
Liabilities			
Current liabilities			
Cash and cash equivalents	15	-	9,602
Trade and other payables from exchange transactions	14	9,984	1,438
		9,984	11,040
Non-current liabilities			
		-	-
Total liabilities		9,984	11,040
Net assets			
		119,451	214,895
Reserves		8,847	8,847
Accumulated surplus		110,605	206,048
Total net assets and liabilities		119,451	214,895

The Financial Statements set out on pages 1 to 14 were signed on behalf of the Board of Commissioners by:



Hassan Sheikh Mohamed, OGW
C.E.O/ Commission Secretary

Date: 14th March, 2017

5.6 STATEMENT OF CHANGES IN NET ASSETS

For the year ended 30 June 2016

	Capital reserve	Accumulated surplus	Total
	Kshs 000	Kshs 000	Kshs 000
Balance as at 30 June 2014			
	8,847	106,258	115,105
Surplus/(deficit) for the period		99,790	99,790
Balance as at 30 June 2015	8,847	206,048	214,895
Surplus for the period		(95,443)	(95,443)
Balance as at 30 June 2016	8,847	110,605	119,452

5.7 STATEMENT OF CASH FLOWS

	Note	2015-2016	2014-2015
		Ksh 000	Kshs 000
Cash flows from operating activities			
Receipts			
Public contributions and donations	3	28,035	84,372
Government grants and subsidies	4	311,107	364,120
Other income	5	12	842
		339,153	449,334
Payments	16	304,145	402,747
Net cash flows from operating activities		35,008	46,587
Cash flows from investing activities			
Purchase of property, plant, equipment and intangible assets	12&13	(25,084)	(67,788)
Net cash flows used in investing activities		(25,084)	(67,788)
Cash flows from financing activities			
Net cash flows used in financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		9,924	(21,201)
Cash and cash equivalents at 1 July		(8,891)	12,310
Cash and cash equivalents at 30 June	15	1,033	(8,891)

5.8 STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS

	Original budget	Adjustments	Final budget	Actual on comparable basis	Performance difference
	2015-2016	2015-2016	2015-2016	2015-2016	2015-2016
	Kshs 000	Kshs 000	Kshs 000	Kshs 000	Kshs 000
Revenue					
Public contributions and donations	45,000	(17,915)	27,085	28,035	(950)
Government grants and subsidies	800,940	(489,833)	311,107	311,107	-
Other income	-	-	-	12	(12)
Total income	845,940	(507,748)	338,192	339,153	(961)
Expenses					
Compensation of employees	166,940	(16,940)	150,000	130,329	19,671
Rent paid	25,000	(1,000)	24,000	23,456	544
Repairs and maintenance	8,500	3,500	12,000	11,201	799
Depreciation	-	-	-	32,387	(32,387)
General expenses	645,500	(357,500)	288,000	237,146	50,854
Total expenditure	845,940	(371,940)	474,000	434,519	39,481
Loss on disposal of assets	-	-	-	(77)	77
Surplus for the period	-	-	-	(95,443)	(40,365)

5.9 NOTES TO THE FINANCIAL STATEMENTS

1. Statement of compliance and basis of preparation – IPSAS 1

The Commission's financial statements have been prepared in accordance with and comply with International Public Sector Accounting Standards (IPSAS). The financial statements are presented in Kenya shillings, which is the functional and reporting currency of the Commission and all values are rounded to the nearest thousand (Ksh000). The accounting policies have been consistently applied to all the years presented.

The financial statements have been prepared on the basis of historical cost, unless stated otherwise. The cash flow statement is prepared using the direct method. The financial statements are prepared on accrual basis.

2. Summary of significant accounting policies

a) Revenue recognition

- i. Revenue from non-exchange transactions – IPSAS 23

Fees, taxes and fines

The Commission recognizes revenues from fees, taxes and fines when the event occurs and the asset recognition criteria are met. To the extent that there is a related condition attached that would give rise to a liability to repay the amount, deferred income is recognized instead of revenue. Other non-exchange revenues are recognized when it is probable that the future economic benefits or service potential associated with the asset will flow to the Commission and the fair value of the asset can be measured reliably.

Transfers from other government entities

Revenues from non-exchange transactions with other government entities are measured at fair value and recognized on obtaining control of the asset (cash, goods, services and property) if the transfer is free from conditions and it is probable that the economic benefits or service potential related to the asset will flow to the Commission and can be measured reliably.

b) Budget information – IPSAS 24

The annual budget is prepared on the accrual basis, that is, all planned costs and income are presented in a single statement to determine the needs of the Commission. As a result of the adoption of the accrual basis for budgeting purposes, there are no basis, timing or Commission differences that would require reconciliation between the actual comparable amounts and the amounts presented as a separate additional financial statement in the statement of comparison of budget and actual amounts.

c) Property, plant and equipment – IPSAS 17

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property, plant and equipment are required to be replaced at intervals, the Commission recognizes such parts as individual assets with specific useful lives and depreciates

them accordingly. Likewise, when a major inspection is performed, its cost is recognized in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration the asset is initially measured at its fair value. Full year depreciation is charged in the year of purchase and none in the year of disposal. Depreciation is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life using the following annual rates.

Rate - %		
Motor vehicles	25	
Furniture & Fittings		12.5
Computers, copiers & faxes		33.3

d) Intangible assets–IPSAS 31

Intangible assets acquired separately are initially recognized at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and accumulated impairment losses. Internally generated intangible assets, excluding capitalized development costs, are not capitalized and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred. Depreciation is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life at an annual rate of 33.3%.

The useful life of the intangible assets is assessed as either finite or indefinite.

e) Changes in accounting policies and estimates – IPSAS 3

The Commission recognizes the effects of changes in accounting policy retrospectively. The effects of changes in accounting policy are applied prospectively if retrospective application is impractical.

f) Employee benefits – IPSAS 25

Retirement benefit plans

The Commission provides retirement benefits for its employees. Defined contribution plans are post-employment benefit plans under which the Commission pays fixed contributions into a separate fund, and will have no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The contributions to fund obligations for the payment of retirement benefits are charged against income in the year in which they become payable.

The NCIC Staff Pension Scheme was established under irrevocable trust and commenced on 1 July 2012 and is governed by Trust Deed and Rules dated 1 July 2012. Employees who are the members contribute to the scheme at the rate of 5% of their basic salary while the employer, also Founder, contributes at the rate of 10% of the Member's basic salary. In addition, members are allowed to make additional voluntary contributions.

g) Cash and cash equivalents

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

public officers and/or institutions which were not surrendered or accounted for at the end of the financial year.

h) Financial instruments

Financial assets

Initial recognition and measurement

Financial assets within the scope of IPASA 29 Financial instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. The Commission determines the classification of its financial assets at initial recognition.

Receivables

Receivables are amounts advanced to staff as temporary imprests to carry out official duties and should be accounted for or surrendered within 7 working days after returning to duty station. Where the amount is not accounted for or is not returned as required, the amount of the advance not accounted for or not returned becomes a debt owed by an officer and is recognized in the books at actual cost in the year advanced. Where the imprests remain outstanding for long periods of time and the amount is deemed irrecoverable from the imprest holder, the Commission institutes write-off mechanisms as prescribed in the PFM Regulations (2015).

i) Related parties

The Commission regards a related party as a person or entity with the ability to exert control individually or jointly, or to exercise significant influence over the Commission or vice versa. The Commissioners and key management are considered as the Commission's related parties. The Commission has 8 full time commissioners and 3 ex-officio members being the chairpersons of the Commission for Administration of Justice (CAJ), National Gender and Equality Commission (NGEC) and the Kenya National Commission on Human Rights (KNCHR). The Commissioners are charged with policy formulation and direction while the key management led by the Commission secretary (who is the CEO) are charged with the implementation and day-to-day running of the Commission.

ii) Comparative figures

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

j) Inventories

The Commission's stock is in the form of low cost consumables which were expensed at the point of purchase hence there is no reflection of closing inventory in the financial statements.

3. Public contributions and donations

	2015-2016	2014 - 2015
	Shs 000	Shs 000
SIDA	27,085	76,372
UNDP-Uwiano	950	8,000
Total transfers and sponsorships	28,035	84,372

4. Transfers from other governments – gifts and services-in-kind

	2015-2016	2014 - 2015
	Ksh 000	Kshs 000
Unconditional grants		
Operational grant	311,107	364,120
Total government grants and subsidies	311,107	364,120

5. Other income

	2015-2016	2014 - 2015
	Ksh 000	Ksh 000
Sale of Tender documents	12	-
Income adjustment	-	842
Total other income	12	842

As at 30 June 2015, cheque payments amounting to Ksh 842,000 were reversed as they had become stale. The expenses were however not paid during the year as no claims on them were made. The surplus for 2013/2014 was therefore less than it should have been. This adjustment was thus done in FY 2014/2015

6. Employee costs

	2015-2016	2014-2015
	Ksh 000	Ksh 000
Employee related costs - salaries and wages	124,693	95,704
Employee related costs - contributions to pensions and medical aids	5,636	5,354
	130,329	101,058

7. Depreciation and amortization expense

	2015 - 2016	2014 - 2015
	Ksh 000	Ksh 000
Property, plant and equipment	32,325	34,116
Inangible assets	62	93.00
Total depreciation and amortization	32,387	34,209

8. Repairs and maintenance

	2015-2016	2014-2015
	Ksh 000	Ksh 000
Vehicles	9,829	5,962
Other	1,372	1,404
Total repairs and maintenance	11,201	7,366
9. General expenses		
The following are included in general expenses:	2015-2016	2014-2015
	Ksh 000	Ksh 000
Advertising	16,239	11,775
Audit fees	1,044	1,044
Conferences and delegations	25,718	23,624
Fuel and oil	9,743	8,441
Electricity	662	-
Postage	285	257
Printing and stationery	13,494	8,773
Hire charges	9,145	14,155
Rental	23,456	23,121
Telecommunication	1,778	1,618
Insurance	17,453	16,711
Training	4,489	3,311
Domestic travel and subsistence	100,112	67,493
Foreign travel and subsistence	26,560	14,794
Specialized material and supplies	98	1,349
Contracted guards and cleaning services	2,400	1,969
Membership fees, dues, subscriptions	1,411	409
Contracted professional services	3,178	5,251
Parking charges	6	3
Confidential expenditure	891	135
Project sponsorships	555	817
Bank charges	91	56
Internet connectivity	1,795	1,515
Total general expenses	260,603	206,621
10. Loss on disposal of assets		
Cost of assets	115	785
Less accumulated depreciation (Note 12)	38	495
Net book value	77	290
Proceeds from sale	-	-
Total loss on sale of assets	(77)	(290)

11. Receivables from non-exchange contracts

Current receivables	2015-2016	2014-2015
	Ksh 000	Ksh 000
Imprest		
GOK	118	1,155
SIDA	4,178	5,443
UWIANO	116	2,178
Total imprest	4,412	8,777
Commissioners Advances	783	7,992
Staff advances	933	502
Bank Guarantee deposit	1,700	
Grants receivable	-	80,000
Total current receivables	7,828	97,270

12. Property, plant and equipment

	Computers & Printers	Furniture & Fittings	Motor Vehicles	Total
Cost or Valuation:	Shs 000	Shs 000	Shs 000	Shs 000
At 1 July 2014	13,860	74,641	83,247	171,748
Additions during the year	6,240	4,277	56,993	67,510
Disposals	(336)	(449)		(785)
As at 30th June 2015	19,764	78,469	140,240	238,474
Additions during the year	2,528	2,474	20,082	25,084
Disposals	(115)	0	-	(115)
As at 30th June 2016	22,177	80,943	160,322	263,443
Depreciation and impairment				
At 1 July 2014	9,236	20,284	47,564	77,084
Depreciation	3,618	7,329	23,169	34,116
Disposal	(276)	(219)	-	(495)
At 30 June 2015	12,578	27,394	70,733	110,706
Depreciation	3,235	6,693	22,397	32,325
Disposals	(38)	-	-	(38)
At 30 June 2016	15,775	34,087	93,130	142,993
Net book values				
At 30 June 2016	6,402	46,856	67,192	120,450
At 30 June 2015	7,186	51,075	69,507	127,768

During the year two laptops and a camera worth Ksh 219,750 and Ksh 1,050,000 respectively were stolen during a break-in to the Commission's office. Investigations were yet to be concluded at the close of the financial year hence the assets still appear in the fixed asset register.

13. Intangible assets - software	Shs 000	
Cost		
At 1 July 2014	-	
Additions	278	
At 30 June 2015	278	
Additions	-	
At 30 June 2016	278	
Amortization and impairment		
At 1 July 2014	-	
Amortization	93	
At 30 June 2015	93	
Amortization	62	
At 30 June 2016	155	
Net book values		
At 30 June 2016	123	
At 30 June 2015	186	
14. Trade and other payables from exchange transactions		
	2015-2016	2014-2015
	Ksh 000	Ksh 000
KENAO	1,044	1,044
VAT withheld	172	224
Withholding Tax	-	22
PAYE	2,425	-
Other creditors	6,343	148
Total trade and other payables	9,984	1,438
15. Cash and cash equivalents		
	2015-2016	2014-2015
	Ksh 000	Ksh 000
Bank KCB	54	(9,602)
Bank - NBK	703	398
Bank - Standard Chartered Bank	75	83
Cash on hand and in transit	202	229
Total cash and cash equivalents	1,033	(8,891)

Detailed analysis of the cash and cash equivalents**(a) Banks**

Name of the Bank	Bank Account Number	Currency	2015-2016	2014-2015
			Ksh 000	Ksh 000
Kenya Commercial Bank	11189199238	KES	54	(9,602)
National Bank of Kenya	0102815036400	KES	703	398
Standard Chartered Bank	01020060864600	KES	75	83
			832	(9,120)

(b) Cash on hand and in transit

	2015-2016	2014-2015
	Ksh 000	Ksh 000
Form of cash holding		
Liquid cash	202	229

16. Payments

	2015-2016	2014-2015
	Ksh 000	Ksh 000
Compensation of employees	130,329	101,058
General expenses	260,603	206,621
Repairs & Maintenance	11,201	7,366
(Decrease)Increase in receivables	(89,442)	85,297
Increase(Decrease) in payables	(8,546)	2,405
	304,145	402,747

