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REPUBLIC OF KENYA

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STANDING COMMITTEE ON NATIONAL COHESION, EQUAL
OPPORTUNITY AND REGIONAL INTEGRATION

REPORT ON THE COMMITTEE INQUIRY INTO THE EXTENT TO
WHICH STATE AGENCIES REFLECT KENYA'S DIVERSITY IN THE
COMPOSITION OF THEIR WORKFORCE

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DATE	04.12.25
TABLED BY	Chairperson
COMMITTEE	
SENATE	Abdirahman

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Clerk's Chambers,
The Senate,
Parliament Buildings,
NAIROBI.

December, 2025

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LIST OF ABBREVIATIONS AND ACRONYMS

AGPO	Access to Government Procurement Opportunities
CS	Cabinet Secretary
FY	Financial Year
NCIC	National Cohesion and Integration Commission
NGEC	National Gender and Equality Commission
OAG	Office of the Auditor General
PPRA	Public Procurement Regulatory Authority
PSC	Public Service Commission
PwDs	Persons with Disabilities

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PRELIMINARIES

Establishment and Mandate of the Committee

The Standing Committee on National Cohesion, Equal Opportunity and Regional Integration is established under the Senate Standing Orders and is mandated ‘*to consider all matters relating to the pursuit of national and inter-community cohesion, the equalization of opportunities and improvement in the quality of life and status of all persons, regional integration, the East Africa Legislative Assembly and the Pan African Parliament.*’

Membership of the Committee

The Committee comprises –

- | | | |
|----|-------------------------------------|---------------------------|
| 1. | Sen. Mohamed Said Chute, MP | - Chairperson |
| 2. | Sen. James Lomenen Ekomwa, MP | - Vice-Chairperson |
| 3. | Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. | Sen. Joyce Chepkoech Korir, CBS, MP | - Member |
| 5. | Sen. Joseph Githuku Kamau, MP | - Member |
| 6. | Sen. Betty Batuli Montet, MP | - Member |
| 7. | Sen. Beth Kalunda Syengo, MP | - Member |
| 8. | Sen. Okiya Omtatah, MP | - Member |
| 9. | Sen. Consolata Wakwabubi, MP | - Member |

Committee Secretariat

The Secretariat of the Committee comprises –

- | | | |
|-----|---------------------|--------------------------------|
| 1. | Mr. Ibrahim Leruk | - Principal Clerk Assistant I |
| 2. | Mr. Joseph Mwangi | - Principal Clerk Assistant II |
| 3. | Ms. Purity Orutwa | - Clerk Assistant II |
| 4. | Mr. Habbakuk Tiony | - Clerk Assistant III |
| 5. | Mr. Walters Omondi | - Legal Counsel II |
| 6. | Ms. Keziah Muthama | - Fiscal Analyst II |
| 7. | Ms. Lorna Okatch | - Research Officer I |
| 8. | Ms. Brenda Wekesa | - Research Officer III |
| 9. | Ms. Lucianne Limo | - Media Relations Officer II |
| 10. | Mr. Nicholas Arusei | - Audio Officer |
| 11. | Mr. Brian Ndindi | - Audio Officer |
| 12. | Mr. David Omondi | - Procurement Officer III |
| 13. | Ms. Julie Muchiri | - Accountant III |
| 14. | Mr. Benard Marwara | - Serjeant-at-Arms |

FOREWORD BY THE CHAIRPERSON

Honourable Speaker,

At its sitting held on Thursday, 15th February 2024, the Committee resolved to undertake a comprehensive inquiry into the extent to which State Agencies reflect Kenya's diversity in their staff composition. The decision was informed by the Committee's mandate to promote national cohesion, equal opportunity, and fair representation across public institutions. The inquiry seeks to determine compliance with constitutional values, statutory requirements, and policy guidelines on inclusivity.

The Committee embarked on this assignment whereupon it invited and held deliberations with the management of fifty-one (51) state agencies. This is the second phase of reporting for state agencies as the Committee had earlier interrogated twenty-nine (29) state agencies and Tabled a Report.

The state agencies Report was conducted under the following Thematic Areas –

- a) ***Thematic Area 1:*** The demographic composition of all employees of the organizations in terms of gender, persons with disabilities, age and ethnicity;
- b) ***Thematic Area 2:*** Affirmative action measures being implemented by the Organization in the promotion of women, youth and persons living with disabilities in recruitment and leadership;
- c) ***Thematic Area 3:*** The status of compliance by the Organization with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C;
- d) ***Thematic Area 4:*** Any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process.

In total, the Committee held fifty-one (51) meetings during which it received oral submissions and written memoranda from various State Agencies. The Committee subsequently retreated to review and deliberate on the evidence presented, leading to the Observations and Recommendations contained in this Report.

Honourable Speaker,

The Committee made the following observations and recommendations.

THEMATIC AREA 1: *The demographic composition of all employees of the organization in terms of gender, persons with disabilities, age and ethnicity;*

1. The "two-thirds gender rule" in Kenya is a constitutional requirement that no more than two-thirds of members in any elective or appointive public body, such as Parliament or the Cabinet, should be of the same gender. Enshrined in Articles 27(8)

- and 81(b) of the Constitution, it aims to promote gender equality and ensure that neither men nor women are disproportionately represented in public institutions.
2. Persons with Disabilities Act, 2025- Section 21 requires all employers with 20 or more employees to reserve at least 5% of their workforce for persons with disabilities.
 3. Article 232 expressly provides that the public service should be representative of the diverse Kenyan communities.
 4. The Kenya Youth Development Policy, 2019 emphasizes the empowerment of young people to participate fully in national development by addressing challenges in areas such as education, governance, health and employment opportunities, addressing youth unemployment and social inclusion.

The Committee observed as follows-

- (i). Fourteen(14) state agencies—Kenya Wildlife Service, Kenya Ports Authority, Kenya Railways Corporation, Kenya Prisons Service, Kenya Animal Genetic Research Institute, East African Portland and Cement Company, Tana Athi Water works Development Agency, Tana and Athi Rivers Development Authority, Coast Water Works Development Agency and Lake Victoria North water works Development Agency, Unclaimed Financial Assets Authority(UFAA),Public Procurement Regulatory Authority (PPRA),Pharmacy and Poisons Board (PPB), National Drought Management Authority,—currently exceed the two-thirds gender rule, with more than two-thirds of employees being of one gender.
- (ii). Eight (8) state agencies—Kenya Ports Authority, Kenya Railways, Kenya Prisons Service, Kenya Wildlife Service, Tanathi Water Works Development Agency, Tana and Athi Rivers Development Authority, Coast Water Works Development Agency, and Lake Victoria North Water Works Development Agency had women’s representation below the two-thirds gender threshold. In contrast, one agency, Kenya Animal Genetic Resources Centre had male representation below the two-thirds gender requirement.
- (iii). Only three(3) agencies—Betting Control and Licensing Board, Kenya National Bureau of Statistics, and Ewaso Ng’iro North River Basin Development Authority met the minimum five percent threshold for the employment of Persons with Disabilities .While seven agencies—Kenya Nuclear Regulatory Authority, Uwezo Fund Oversight Board, Privatization Commission, Kenya Leather Development Council , Public Benefit Organizations Regulatory Authority, Tanathi Water Works Development Agency, and Tana and Athi Rivers Development Authority had zero representation of PwDs.
- (iv). Many government agencies had overrepresentation of certain ethnic communities, deviating from the 2019 census demographic proportions.
- (v). Youth representation remained limited across most agencies. However, the National Construction Authority, National Police Service Commission, Kenya

Nuclear Regulatory Authority, Local Authorities Provident Fund, New Kenya Planters Co-operative Union, and Ewaso Ng'iro South Development Authority recorded the highest proportions of youth, ranging between 40% and 56%.

- (vi). In contrast, two(2) agencies-Unclaimed Financial Assets Authority and the Privatization Commission had no youth representation in their workforce.
- (vii). For the fifty-one (51) State Agencies that appeared before the Committee, the following was observed:
 1. The total number of employees in the all fifty-one (51) state agencies was one hundred and forty-eight thousand and ninety-two (148,092). Staffing composition analysis highlighted notable disparities between the ethnic distribution of staff in comparison to their national population proportions. The top three communities that had the biggest over representation in comparison to their national population proportions included; Kalenjin who deviated by a positive margin of (+4.56%), Kikuyu (+3.27%), and Kisii (+2.21%). This meant that the three communities were significantly over-represented relative to their national 2019 census proportions. These groups formed a disproportionate share of the workforce compared to their population sizes.
 2. In contrast, several major communities were substantially under-represented, their deviation was negative meaning they were under-represented Somali (-3.17%), Luhya (-3.15%), Turkana (-1.44%), and Mijikenda (-1.06%). Many of these communities originate from historically marginalized regions, indicating potential structural barriers in access to employment opportunities.
 3. Several mid-sized ethnic groups such as Kamba, Meru, Borana, Swahili, and Pokomo show near-proportional representation, with minimal deviations from their national census proportions.
 4. However, the data also shows no representation for Kenyan American and Dahalo communities. The following communities had less than twenty (20) people in the total number of employees in the fifty-one (51) communities; El Molo (19), Konso (1), Wayyu (2), Makonde (1), Walwana/Makote (6), Gosha (2), and Dasenach (11) signaling gaps in inclusive recruitment.

The Committee Recommends as follows-

1. **Gender Balance;** To ensure compliance with the constitutional two-thirds gender rule, agencies that have not met this requirement should, within 18 months of this report's tabling, develop and implement specific affirmative action strategies—such as targeted recruitment campaigns for the underrepresented gender, gender-sensitive hiring and promotion policies, regular gender balance audits, and progress reporting to leadership—while also establishing mentorship and leadership programs for women and marginalized

groups alongside robust monitoring and evaluation frameworks to ensure sustainable and measurable improvements in gender balance.

2. ***Persons with Disabilities***; All government agencies must urgently develop and enforce recruitment strategies that ensure at least 5% of appointive positions are filled by qualified PwDs, in compliance with Article 54(2) of the Constitution and the Persons with Disabilities Act. Collaboration with the National Council for Persons with Disabilities (NCPWD) should be formalized, and annual audits should be conducted to track progress, with full compliance required within 18 months.
3. ***Inclusive Recruitment Communication***: To increase diversity across gender, ethnicity, age, and disability, agencies should diversify recruitment advertisements, including use of national and local vernacular radio, social media, and network with local leaders. All vacancy announcements should explicitly encourage applications from minority communities, youth, women, and PwDs, with regular public reporting on the demographic breakdown of applicants and hires.
4. ***Regular Monitoring***: Establish and publish annual demographic audits to monitor progress toward gender, age, disability, and ethnic diversity targets, ensuring accountability and enabling timely interventions if targets are not met.
5. Overall, the global staffing profile for the fifty-one (51) State Agencies did not mirror national diversity, pointing to the need for intentional diversity and inclusion strategies, targeted recruitment into underserved regions, and long-term capacity strengthening for under-represented communities.

THEMATIC AREA 2: *Committee Recommendations on the mechanisms put in place to ensure that persons with disabilities, women and minorities are adequately represented in the organizations*

The Committee observed as follows-

- i) As of the latest review, less than five percent of appointive positions for persons with disabilities are filled in most government agencies, indicating a measurable gap between constitutional requirements and actual representation.
- ii) The majority of agencies have adopted and documented affirmative action policies designed to prioritize recruitment of persons with disabilities, women, and minorities; however, their implementation and impact must be regularly measured and publicly reported.
- iii) All government agencies currently run youth internship programs structured with mentorship opportunities, but quantitative data on youth advancement and minority inclusion within these programs should be systematically collected and analyzed.

The Committee recommends as follows-

1. Each government agency should set a clear target to achieve a minimum five percent representation of persons with disabilities in appointive positions within 18 months, tracking progress quarterly and publicly reporting results to ensure accountability.
2. Agencies must implement and audit their affirmative action policies by establishing annual metrics for the recruitment, retention, and promotion of women, minorities, and persons with disabilities, and publish a summary of outcomes in their annual performance reports.
3. The Public Service Commission, independent commissions, and parastatals should embed affirmative action measures in their recruitment processes so that at least 20 percent of internship slots in each cycle are filled by persons with disabilities, women, and minorities, and report disaggregated data on demographic trends within internship programs every year.

THEMATIC AREA 3: Committee Recommendations on any audits or assessments undertaken in the last three (3) years to ascertain the level of inclusivity in the recruitment process

The Committee observes as follows-

- i) most government agencies underwent financial and operational audits by the Office of the Auditor General and compliance audits by the Public Service Commission in 2024, focusing on adherence to national values, principles, and compliance with diversity and inclusivity requirements.
- ii) Most agencies independently conducted internal audits of their diversity and inclusivity practices, yet systematic gaps remain in robustly tracking and reporting demographic trends.
- iii) Despite audit efforts, measurable progress in ethnic diversity and inclusivity during recruitment and promotions is inconsistent across agencies, indicating the need for enhanced oversight and follow-up by the Public Service Commission.

The Committee recommends as follows-

1. The Public Service Commission should ensure, through quarterly compliance checks and mandated reporting, that every government agency meets statutory requirements for ethnic diversity and inclusivity in recruitment and promotions within twelve (12) months from the Adoption of this Report, using disaggregated demographic data as performance metrics.
2. The Public Service Commission should develop and deliver at least two annual capacity-building programs for agency leadership, focusing on legal requirements and best practices for promoting diversity, equity, and inclusivity in the public sector, with participation rates and post-training actions tracked and evaluated for effectiveness.

3. The Public Service Commission, together with independent commissions and parastatals, should institutionalize annual diversity, equity, and inclusivity audits, with comprehensive findings and recommendations formally reported to Parliament and made publicly available within three months of each audit's completion, to ensure transparency and accountability.

THEMATIC AREA 4: Committee Recommendations on the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act Cap 412C, That at least 30% of procurement should be reserved for women, youth and persons with disabilities.

The Committee observed the following-

- (i). Across the three financial years under review—FY 2022/2023, FY 2023/2024, and FY 2024/2025 the top performers in AGPO allocations included the Central Bank of Kenya (CBK), Capital Markets Authority, Kenya National Bureau of Statistics, Policyholders Compensation Fund, New Kenya Planters Co-operative Union, Ewaso Ng'iro North River Basin Development Authority, Lake Victoria North Water Works Development Agency, National Water Harvesting and Storage Authority, and the National Crime Research Centre. These agencies consistently exceeded the AGPO requirement, each allocating 40% or more across the three financial years.
- (ii). Throughout Financial Year 2023/2024, National Construction Authority, National Housing Corporation, Kenya Ports Authority, Kenya Airports Authority, unclaimed Financial Assets Authority, National Oil Corporation, Rural Electrification and Renewable Energy Corporation, National Environmental Management Authority and Public Benefit Organizations Regulatory Authority did not meet the required AGPO compliance level as of their latest annual audit, indicating the need for targeted improvement.
- (iii). The Betting Control and Licensing Board submitted that it relies on the parent Ministry for all procurement activities. As a result, procurement data including allocations to special groups under AGPO is handled at the Ministry level and is not reported separately by the Board.
- (iv). Agencies that performed below the threshold have limited procurement opportunities for youth, women, and persons with disabilities, as tracked through annual PPRA compliance reports.

The Committee recommends the following-

1. Government agencies falling below the 30% AGPO threshold should introduce targeted procurement interventions—including quarterly sensitization campaigns and capacity-building programs—to increase tender participation by special groups and demonstrate compliance improvement by the end of the next financial year.

2. The Public Procurement Regulatory Authority (PPRA) must compile and submit detailed AGPO procurement performance reports to the Senate within three months following the close of each financial year, including disaggregated data on youth, women, and persons with disabilities.
3. All government agencies should develop and operationalize affirmative action procurement programs, benchmark their practices against leading agencies, including county governments—and submit annual benchmarking results within six months of each financial year's close.
4. Agencies must strictly adhere to Section 157(12) of the Act by conducting quarterly audits and publicly listing eligible suppliers from special groups, reporting compliance metrics to the PPRA and Senate each quarter for enhanced transparency.

Honourable Speaker,

The Committee expresses its sincere gratitude to the Offices of the Speaker of the Senate and the Clerk of the Senate for the unwavering support extended in the fulfillment of its mandate. Additionally, the Committee hereby acknowledges and appreciates the management of the state agencies that appeared before it and provided invaluable information.

Finally, I thank my fellow Senators for their foresight and thoughtful participation in the inquiry and their dedication to the objectives of the inquiry. My appreciation also goes to the dedicated Secretariat who actively facilitated the proceedings of the Committee meetings.

Honourable Speaker,

It is now my pleasant duty and privilege, on behalf of the Standing Committee on National Cohesion, Equal Opportunity and Regional Integration Committee to table the Report of the Committee on its consideration of the Senate Resolution on the Current State of the Nation, and to commend it to the House for debate and adoption pursuant to the provisions of the Senate Standing Order 223(6).

Signed.......... Date..........

SEN. MOHAMED SAID CHUTE, MP
CHAIRPERSON, STANDING COMMITTEE ON NATIONAL COHESION,
EQUAL OPPORTUNITY AND REGIONAL INTEGRATION

**ADOPTION OF THE REPORT OF THE SENATE STANDING COMMITTEE
ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL
INTEGRATION ON THE INQUIRY INTO THE DIVERSITY AND
INCLUSIVITY IN STAFF COMPOSITION OF THE STATE AGENCIES IN
KENYA**

**We, the undersigned Members of the Standing Committee on National Cohesion,
Equal Opportunity and Regional Integration, do hereby append our signatures to
adopt this report-**

	HON. MEMBER	SIGNATURE
1.	Sen. Chute Mohamed Said, MP – (Chairperson)	
2.	Sen. James Lomenen, MP – (Vice-Chairperson)	
3.	Sen. Daniel Maanzo, EBS, MP	
4.	Sen. Joyce Korir, CBS, MP	
5.	Sen. Okiya Omtatah, MP	
6.	Sen. Joseph Githuku Kamau, MP	
7.	Sen. Betty Batuli Montet, MP	
8.	Sen. Beth Kalunda Syengo, MP	
9.	Sen. Consolata Wakwabubi, MP	

CHAPTER ONE: INTRODUCTION

1.1 INTRODUCTION

1. The Senate Standing Committee on National Cohesion, Equal Opportunity and Regional Integration is established under Standing Order 218 of the Senate Standing Orders and is mandated '*to consider all matters relating to the pursuit of national and inter-community cohesion, the equalization of opportunities and improvement in the quality of life and status of all persons, regional integration, the East Africa Legislative Assembly and the Pan African Parliament*'.
2. At a sitting held on Thursday, 15th February, 2024, the Committee resolved to inquire into the representation of Kenya's diversity in the staff composition of the various state agencies.
3. In fulfilment of its mandate, the Committee invited state agencies to appear before it and make submissions on the following Thematic Areas –
 1. The demographic composition of all employees in terms of gender, persons with disabilities, age, and ethnicity;
 2. Affirmative action measures being implemented to promote the inclusion of women, youth, minorities, and persons living with disabilities in recruitment and leadership positions;
 3. The status of compliance with section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C; and
 4. Any audits or assessments conducted within the last three years to determine the level of inclusivity in the recruitment processes.
4. The Committee held fifty-three (53) meetings where it received oral submissions and written Memoranda. The Minutes of the meetings of the Committee are herein annexed as *Annex 1*.
5. Thereafter, the Committee convened a Working Retreat, which provided an opportunity to review the submissions from the state agencies and to draft, consider, and approve its Report. The Committee's Report contains several recommendations based on the thematic areas identified.

1.2 BACKGROUND

6. The Constitution of Kenya (2010) and relevant statutes such as the Employment Act, Public Service (Values and Principles) Act, and the Public Procurement and Asset Disposal Act (2015) provide a strong legal foundation for promoting

inclusivity within public institutions. These laws mandate equitable representation in employment, decision-making, and access to public resources. To operationalize these mandates, several frameworks have been established, including:

- The two-thirds Gender Rule
 - The 5% employment requirement for inclusion of Persons with Disabilities in government appointments.
 - The 30% procurement allocation under Access to Government Procurement Opportunities (AGPO) to be given to youth, women and persons with disabilities (PwDs).
 - Diversity, equity, and inclusion guidelines for public institutions
7. Despite these provisions, disparities continue to persist across institutions, necessitating ongoing oversight to ensure compliance and accountability. This report contributes to that mandate by evaluating the progress and challenges in achieving inclusivity across the public sector.

1.3 PURPOSE OF THE INQUIRY

8. The purpose of this inquiry was to assess the level of inclusivity across State Corporations and Government Agencies, with a focus on compliance with constitutional and statutory requirements on equitable representation and access to public opportunities. Specifically, the Committee sought to:
1. Evaluate demographic representation within public institutions, including gender balance, youth employment, participation of Persons with Disabilities (PwDs), and ethnic diversity.
 2. Examine economic inclusion, particularly compliance with the Access to Government Procurement Opportunities (AGPO) program for youth, women, and PwDs.
 3. Identify institutions demonstrating good practices in promoting inclusion, as well as those exhibiting persistent gaps.
 4. Determine systemic barriers undermining equitable representation and participation in public service and procurement processes.
 5. Generate evidence-based recommendations to strengthen accountability, improve compliance, and enhance inclusivity within the public sector.
9. This inquiry therefore forms a critical basis for the Committee's oversight role in ensuring that public institutions uphold national values, promote equal opportunity, and contribute to a cohesive and inclusive society.

CHAPTER TWO: LEGAL PROVISIONS ON DIVERSITY, EQUALITY AND EQUITY AND IN KENYA

2.1 Constitution of Kenya (2010)

10. Some of the that significant provisions on diversity, equality and equity under the Constitution include-
- i. Its Preamble affirms that Kenyans are proud of the ethnic, cultural and religious diversity, and determined to live in peace and unity as one indivisible sovereign nation;
 - ii. Article 10 provides for National values and principles of governance; it recognizes ethnic diversity and the rights and equality of communities as a fundamental principle upon which the state is founded;
 - iii. Article 27 on Equality and freedom from discrimination. it provides that every person is equal before the law and has the right to equal protection and equal benefit of the Law.
 - iv. Article 54(2) of the Constitution requires that five per cent (5%) of the appointments made in the public sector should comprise persons with disabilities.
 - v. Article 56 requires the State to take affirmative action to redress past discrimination for minorities and marginalized groups and to particularly ensure that they are provided with special opportunities for access to employment.
 - vi. Article 174- Object of devolution include fostering national unity by recognizing diversity; protect and promote the interests and rights of minorities and marginalized communities; equitable sharing of national and local resources among others.
 - vii. Article 232 expressly provides that the public service should be representative of the diverse Kenyan communities.
 - viii. Article 238 defines national security and outlines the principles that guide its promotion in Kenya. These principles emphasize on the respect for the rule of law, democracy, human rights and fundamental freedoms, and respect for diverse cultures of the communities within Kenya.
 - ix. The need for regional, ethnic and cultural diversity is also provided in various Articles with respect to elective and appointed public offices including- Article 90 (party lists for nomination); Article 130 (2) (the National Executive); Article 197 (1) and (2) (county assembly); Article 232 (public service); Article 238 (2) (d) (recruitment by national security organs); Article 241 (4) (composition of the Defense Forces); Article 246 (4) (National Police Service); Article 250 (4) (commissions and independent offices).

- x. **Article 260** defines the terms “Affirmative Action” and “Marginalized community”
- xi. The "two-thirds gender rule" in Kenya is a constitutional requirement that no more than two-thirds of members in any elective or appointive public body, such as Parliament or the Cabinet, should be of the same gender. Enshrined in Articles 27(8) and 81(b) of the Constitution, it aims to promote gender equality and ensure that neither men nor women are disproportionately represented in public institutions.

2.2. Statutes

11. Some relevant statutes create an institutional framework and provisions to promote diversity and inclusivity as follows-

a) **County Government Act**

Some of the provisions include-

- i) Section 58A (15)- appointment of members of the public service board);
- ii) Section 65 (e)- at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;
- iii) Section 68A- Promotion of equity by the county public service boards
- iv) Section 68C- Requires County public service boards to prepare employment equity plans for the purpose of eliminating ethnic imbalance and implementing the provisions of section 65(1)(e);
- v) Section 97- requires Inclusion and integration of minorities and marginalized groups

b) **National Gender and Equality Act under the National Gender and Equality Act, 2011**

Created the National Gender and Equality Commission (NGEC) whose functions include, promoting equality and freedom from discrimination and mainstreaming issues of gender, persons with disabilities and other marginalized groups in national development including development of affirmative action policies.

c) **National Cohesion and Integration Act**

Establishment of the National Cohesion and Integration Commission (NCIC) whose main purpose is to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of the different ethnic and racial communities of Kenya, and to advise the Government on all

aspects. **Section 7(1)** of the NCIC Act (2008) requires that all public institutions should ensure ethnic diversity in the employment of staff.

d) Employment Act, 2012

Section 5 (3) prohibits discrimination on grounds of race, colour, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, pregnancy, marital status or HIV status.

e) National Employment Authority Act (Cap. 227)

The object and purpose of this Act is to give effect to Articles 55(c) and 56(c) of the Constitution.

f) Public Service (Values and Principles) Act, 2015

Section 7 (5) (a), section 10 (2) (c) prohibit discrimination.

g) Public Officer Ethics Act, 2003

Section 17 prohibits nepotism and favouritism among other misconduct.

h) Leadership and Integrity Act, 2012

Section 11 (c), section 13 (1) (f) prohibit discrimination

i) Persons with Disabilities Act, 2025

Section 21 requires all employers with 20 or more employees to reserve at least 5% of their workforce for persons with disabilities. Employers must provide reasonable accommodations such as accessible facilities, job restructuring, flexible work schedules, and assistive devices to ensure effective participation. Section 22 prohibits discrimination in recruitment, promotion, training, terms of employment, and dismissal based on disability. It also forbids dismissal or demotion solely due to disability, requiring retention or reassignment to suitable roles. Employers must submit annual reports on PWD employment to the National Council for Persons with Disabilities.

j) Political Parties Act (2011)

The Political Parties Act has various provisions that aim at ensuring that party membership reflects Kenya's diversity. Sections 7(2) (b) and (c). A party can only be registered if its membership and the composition of its governing body reflect

regional and ethnic diversity, gender balance, and representation of minorities and marginalized groups.

k) Social Assistance Act (Cap. 258A)

This Act provides for conditions for the provision of social assistance to persons in need, as stated in Section 19(1). Section 17(3) defines persons in need to include PWDs.

2.3 International Instruments; Treaties and Conventions

12. International standards are legal instruments drawn up by governments, employers and workers. They are either conventions which are legally binding, international treaties that may be ratified by member States, or recommendations, which serve as non-binding guidelines.
13. Further, Article 2(6) of the Constitution provides that any treaty or convention ratified by Kenya shall form part of the Laws of Kenya.
 - a) **The International Covenant on Economic, Social and Cultural Rights**, which mandates equal rights for men and women in all economic, social, and cultural rights.
 - b) **The Convention on the Rights of Persons with Disabilities**, which promotes, protects, and ensures the full and equal enjoyment of all human rights and fundamental freedoms by persons with disabilities, recognizing their inherent dignity.
 - c) **The Convention on the Elimination of All Forms of Discrimination Against Women**, which advocates for equality and non-discrimination against women in all spheres including political, economic, social, cultural, and civil fields.
 - d) **The International Covenant on Civil and Political Rights, particularly Articles 25 and 29**, which guarantee equal rights for men and women to participate fully and without discrimination in public affairs.
 - e) **The African Charter on Human and Peoples' Rights**, which enshrines rights to equality and non-discrimination and obligates states to protect and promote human dignity and equality.

- f) **The Convention on the Elimination of All Forms of Racial Discrimination**, which calls for the elimination of racial discrimination and promotion of equality among all ethnic groups.
- g) **The United Nations Declaration on the Rights of Indigenous Peoples**, which protects the rights of indigenous communities including their cultural, economic, and social rights.

2.4 National Policies

14. There are several policies relating to equality and non-discrimination that have been developed and adopted.

- i) **Kenya Vision 2030** envisages developing strategies to increase the participation of women in economic, social, and political decision-making, improve access to education for disadvantaged groups, prohibit retrogressive practices that increase vulnerability, and provide training for persons with disabilities and those with special needs. It promotes gender mainstreaming across government policies and programmes, emphasizing equitable resource distribution and empowerment of marginalized groups to create an inclusive society.
- ii) **Sessional Paper No. 3 on National Policy and Action Plan on Human Rights (2014)** is founded on principles of equality and non-discrimination, addressing discrimination against women, child rights abuse, limited-service access for persons with disabilities, and youth unemployment.
- iii) **The National Gender Development Policy (Sessional Paper No. 2 of 2019)** complements Vision 2030 by emphasizing gender mainstreaming, reducing inequalities, eliminating discriminatory laws and practices, and promoting women's economic empowerment and participation in all national spheres.
- iv) **The National Policy on Women's Economic Empowerment** focuses on creating conditions for equal opportunities and empowerment to address economic disparities faced by women.
- v) **The Gender Mainstreaming Policy** integrates gender considerations in planning and implementation across public and private sectors to ensure equality and inclusivity.

- vi) **The National Framework toward Response and Prevention of Gender-Based Violence** articulates strategies to address and reduce violence against women and girls, viewed as a serious human rights issue.
- vii) **The Kenya Joint Disability Inclusion Strategy (2025–2027)** aligns with the Persons with Disabilities Act, 2025, advocating for inclusive policies, accessibility, and empowerment of persons with disabilities.
- viii) **The Kenya Youth Development Policy 2019** emphasizes the empowerment of young people through equal access to education, training, and employment opportunities, addressing youth unemployment and social inclusion.

CHAPTER THREE: DEMOGRAPHIC COMPOSITION OF THE STATE AGENCIES WORKFORCE

3.1 Introduction

15. The Committee inquiry into the representation of Kenya's diversity in the composition of staffing at the various state agencies sought information on the following issues-
- i) The demographic composition of all employees in terms of gender, persons with disabilities, age, and ethnicity;
 - ii) Affirmative action measures being implemented to promote the inclusion of women, youth, minorities, and persons living with disabilities in recruitment and leadership positions;
 - iii) The status of compliance with section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C; and
 - iv) Any audits or assessments conducted within the last three years to determine the level of inclusivity in the recruitment processes.
16. Pursuant to its mandate, the Committee invited oral and written submissions from all state agencies covering the thematic areas of interest. This chapter consolidates the submissions received from the government agencies and provides the Committee's observations for each thematic area.

3.2 *Thematic Area 1: The demographic composition of Employees in terms of gender, persons with disabilities, age and ethnicity*

1) Kenyatta National Hospital (KNH)

17. KNH submitted as follows:
- a) The hospital had a total workforce of 5,056 employees. Of these, 2,049 (40.52%) are male and 3,007 (59.48%) are female.
 - b) In compliance with Article 54(2) of the Constitution, which mandates that at least 5% of public institution employees be Persons with Disabilities (PwDs), the hospital employed 91 (1.80%) staff with disability, which falls below the constitutional threshold. The Persons with Disabilities staff are drawn from 11 ethnic groups including Kikuyu (33), Kalenjin (12), Kamba (11), Luo (10), Kisii (9), Embu (4), Meru (4), Luhya (4), Kuria (2), Samburu (1), and Teso (1).
 - c) With regards to age distribution, 1,345 (26.6%) were aged below 35 years, while 3,711 (73.4%) were aged 35 years and above.

- d) In terms of diversity, KNH staff was drawn from 33 ethnic communities as follows Kikuyu 1,492 (29.51%), Luo 578 (11.43%), Luhya 573 (11.33%), Kamba 540 (10.68%), Meru 521 (10.31%), Kalenjin 490 (9.69%), and Kisii 464 (9.17%). Other communities include Embu with 88 (1.74%), Mijikenda 37 (0.73%), Kenyan Somali 36 (0.71%), Taita 45 (0.89%), Teso 34 (0.67%), Borana 29 (0.57%), Maasai 29 (0.57%), Kuria 19 (0.38%), Samburu 16 (0.32%), Mbeere 13 (0.26%), Kenyan Asian 9 (0.18%), Rendille 6 (0.12%), Gabra 5 (0.10%), Turkana 4 (0.08%), Tharaka 8 (0.16%), Suba 7 (0.14%), Taveta 3 (0.06%), Burji 2 (0.04%), and single representations from Chagga (0.02%), Kenyan Arab (0.02%), Malaysian (0.02%), Nubi (0.02%), Pokomo (0.02%), Rwandese (0.02%), Sakuye (0.02%), and Swahili (0.02%)
- e) With regards to interns and contracts, the hospital had a total of 1,215 interns who were engaged on short-term contracts, drawn from 23 ethnic communities. Of the total intern population, 753 (61.97%) are female while 462 (38.03%) are male. In terms of inclusivity of persons with disabilities (PwDs), the hospital indicated that 2 (0.16%) interns were people with disabilities.

2) Kenya Ports Authority (KPA)

18. KPA submitted as follows:

- a) The Authority had a total of 6,058 employees. Of these, 1,370 (22.7%) were female, while 4,688 (77.3%) were male.
- b) In terms of age distribution, 755 (12.3%) employees were aged below 34 years, while 5,303 (87.5%) employees were above 35 years.
- c) The Persons with Disabilities (PwDs) were 150 (2.5%) of the total workforce.
- d) Regarding ethnic representation, the Authority's employees came from 40 different ethnic groups. The breakdown is as follows: Mijikenda 2,097 (34.6%), Luo 648 (10.7%), Taita 483 (8.0%), Luhya 437 (7.2%), Kamba 419 (6.9%), Kikuyu 417 (6.9%), Kalenjin 369 (6.1%), Swahili 310 (5.1%), Kisii 208 (3.4%), Pokomo 109 (1.8%), Kenyan Somali 80 (1.3%), Bajuni 75 (1.2%), Kenyan Arab 75 (1.2%), Meru 65 (1.1%), Borana 54 (0.9%), Maasai 33 (0.5%), Embu 29 (0.5%), Taveta 20 (0.3%), Teso 17 (0.3%), Gabra 16 (0.3%), Nubi 13 (0.2%), Samburu 8 (0.1%), Suba 7 (0.1%), Baluchi 6 (0.1%), Kuria 5 (0.1%), Kenyan Asian 4 (0.1%), Mnyasa 4 (0.1%), Turkana 4 (0.1%), Rendile 3 (0.0%), Burji 2 (0.0%), Mnyamwezi 2 (0.0%), Tharaka 2 (0.0%), Ugandan 2 (0.0%), Burundian 1 (0.0%), Gala 1 (0.0%), Mtagana 1 (0.0%), Rwandese 1 (0.0%), Sekuye 1 (0.0%) and Tanzanian 1 (0.0%).

3) Unclaimed Financial Assets Authority (UFAA)

19. UFAA submitted as follows:

- a) The Authority had a total of 29 staff members in post, comprising 20 (68.97%) male and 9 (31.03%) female.
- b) Among the female staff, one individual was a Person with Disabilities (PwD), constituting 3.45% of the total staff.
- c) In terms of age distribution, the Authority had no staff aged below 35 years (0%), while 29 employees (100%) were above 35 years.
- d) The staff's ethnic composition spans 8 communities, distributed as follows: Kalenjin 9 (31.03%), Kikuyu 7 (24.14%), Kamba 4 (13.79%), Luhya 3 (10.34%), Luo 3 (10.34%), Mijikenda 1 (3.45%), Kuria 1 (3.45%), and Embu 1 (3.45%).

4) National Construction Authority (NCA)

20. NCA submitted as follows:

- a) The Authority had a total of 374 employees. Of this number, female are 145 (38.9%) employees while male was 228 (61.1%) in the workforce
- b) On age distribution, 190 employees (50.94%) were aged below 35 years, while 165 (44.23%) were within the 36–50 years age bracket. Additionally, 18 (4.83%) employees were aged 51 years and above.
- c) Regarding Persons with Disabilities (PwDs), the Authority had a total of 9 (2.42%) employees of the total workforce
- d) Ethnicity distribution consisted of 18 ethnic communities consisting of Borana 4 (1.07%), Embu 1 (0.28%), Kalenjin 59 (15.82%), Kamba 44 (11.80%), Kenyan Asians 1 (0.28%), Kenyan Somali 8 (2.14%), Kikuyu 76 (20.38%), Kisii 72 (19.30%), Kuria 1 (0.28%), Luhya 27 (7.24%), Luo 56 (15.01%), Maasai 3 (0.80%), Meru 11 (2.95%), Mijikenda 4 (1.07%), Samburu 1 (0.28%), Taita 2 (0.54%), Teso 2 (0.54%) and Turkana 1 (0.28%).

5) National Police Service Commission (NPSC)

21. NPSC submitted as follows:

- a) The Commission had a total of 284 employees, comprising 135 (47.54%) male and 149 (52.46%) female. The staff are drawn from 24 ethnic communities.
- b) In terms of age distribution, 131 (46.13%) employees were aged below 35 years, while 153 (53.87%) were aged above 35 years.

- c) The number of Persons with Disabilities (PwDs) stands at 9 (3.17%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Bajun 2 (0.70%), Boni-Sanye 1 (0.35%), Boran 2 (0.70%), Burji 1 (0.35%), Dorobo 1 (0.35%), Embu 5 (1.76%), Kalenjin 32 (11.27%), Kamba 32 (11.27%), Kenyan Arab 1 (0.35%), Kikuyu 72 (25.35%), Kisii 14 (4.93%), Luhya 35 (12.32%), Luo 36 (12.68%), Maasai 10 (3.52%), Mbeere 1 (0.35%), Meru 23 (8.10%), Mijikenda 3 (1.06%), Kenya so-stated 2 (0.70%), Samburu 3 (1.06%), Kenyan Somali 2 (0.70%), Swahili 2 (0.70%), Taita 2 (0.70%), Taveta 1 (0.35%), and Turkana 1 (0.35%)

6) Kenya Railways

22. The Corporation submitted as follows:

- a) The Corporation had a total of 3,358 employees, comprising 2,662 (79.30%) males and 695 (20.70%) females.
- b) In terms of age distribution, 2,144 (63.79%) employees were aged 40 years and below, while 1,213 (36.11%) were aged above 40 years.
- c) Regarding Persons with Disabilities (PwDs), the Corporation had a total of 17 (0.51%) employees, of whom 13 (76.47%) were male and 4 (23.53%) females.
- d) On ethnic representation, a total of 25 ethnic groups were represented as follows: Kikuyu were 699 (21%), Kalenjin 591 (18%), Kamba 511 (15%), Luo 478 (14%), Luhya 422 (13%), Kisii 267 (8%), Taita 83 (2%), Meru 80 (2%), Mijikenda 70 (2%), Embu 51 (2%), Maasai 36 (1%), and Teso 17 (1%). The Somali (12), Borana (8), Mbeere (7), Suba (5), Taveta (5), Samburu (4), Bajuni (4), Kuria (3), Swahili (2), Turkana (2), Tharaka (2), Kenyan Arab (1), and Dorobo (1) each accounted for 0%.

7) National Housing Corporation (NHC)

23. NHC submitted as follows:

- a) The Corporation had a total of 156 employees, drawn from 13 ethnic communities. Of the total workforce, 57 (36.54%) were female and 99 (63.46%) were male.
- b) The Corporation had 6 (3.85%) employees with Persons with Disabilities (PwDs).
- c) In terms of age distribution, 22 (14%) staff members were aged below 40 years, while 134 (85.89%) were aged above 40 years.
- d) On ethnicity, NHC had representation from 13 ethnic communities as follows: Luhya 32 (20.51%), Kikuyu 31 (19.87%), Kalenjin 22 (14.10%),

Luo 19 (12.18%), Kisii 11 (7.05%), Taita 11 (7.05%), Meru 10 (6.41%), Kamba 9 (5.77%), Embu 5 (3.21%), Borana 2 (1.28%), Giriama 2 (1.28%), Teso 1 (0.64%), and Suba 1 (0.64%).

8) Kenya Prison Service (KPS)

24. KPS submitted as follows:

- a) The service had an establishment of 37,868 staff whereby 30,530 were uniformed officers with 23,295 (76.3%) male and 7,235 (23.7%) are female. A total of 518 consist of uniformed staff whereby 349 (67%) are male and 169 (33%) females.
- b) The total number of Persons with Disabilities (PwDs) in the Service was 93 (0.2%), with 80 males and 13 females.
- c) In terms of age distribution, 14,026 (37.03%) staff were below 35 years while 16,186 (66.97%) were above 35 years.
- d) The ethnic composition Kalenjin were 5,639 (18.46%), Kikuyu 5,165 (16.91%), Kamba 3,214 (10.52%), Luhya 2,813 (9.21%), Luo 2,626 (8.59%), Kisii 2,490 (8.15%), 1,566 (5.12%), Miji Kenda 862 (2.82%), Pokot 813 (2.65%), Somali 778 (2.54%), Maasai 559 (1.83%), Turkana 493 (1.61%), Boran 370 (1.21%), Taita 312 (1.02%), Embu 296 (0.97%), Teso 287 (0.94%), Kuria 262 (0.85%), Ogaden 224 (0.73%), Samburu 211 (0.69%), Gureeh 186 (0.61%), Mbeere 171(0.56%), Pokomo 166 (0.54%), Tharaka 141 (0.46%), Degodia 137 (0.45%), Gabra 137 (0.45%), Ajuran 110 (0.36%). Bajun 75 (0.24%), Orma 75 (0.24%), Rendille 63 (0.2%), Burji 46 (0.15%), Basuba 43 (0.14%), Taveta 39 (0.12%), Murule 35 (0.11%), Njemps 32 (0.10%), Dorobo 27 (0.09%), Sakuye 20 (0.06%), Swahili-Shirazi 10 (0.03%), Makonde 10 (0.03%), Boni-Sanye 7 (0.02%), Dasnach-Shangil 5 (0.01%), Elmolo 4 (0.01%), Gosha 4(0.01), Hawiyah 4 (0.01%), and Kenya Arabs 3 (0.01%).

9) Nyayo Tea Zones Development Corporation (NTZDC)

25. The Corporation submitted as follows:

- a) The corporation had 577 staff members consisting of 380 (65.9%) male employees and 197 (34.1%) female staff.
- b) With regards to Persons with Disabilities (PwDs), the corporation had 3 (0.5%), with 1 (0.2%) male and 2 (0.3%) female staff.
- c) In terms of age distribution, 157 (27.2%) staff members were below 35 years, while 420 (72.8) were above 35 years.
- d) In terms of ethnic diversity, the Kalenjin were 298 (51.6%), Kikuyu accounted for 98 (17.0%), Luhya 49 (8.5%), Meru 46 (8.0%), Embu 24 (4.2%), Kisii 21 (3.6%), Luo 16 (2.8%), Kamba 15 (2.6%), Taita 2 (0.3%), Samburu 2 (0.3%),

Pokot 1 (0.2%), Maasai 2 (0.3%), Teso 1 (0.3%), Somali 1 (0.2%), and Digo 1 (0.2%).

10) Kenya Nuclear Regulatory Authority (KNRA)

26. KNRA submitted as follows:

- a) On Ethnic Composition the Authority had a total workforce of 84 employees. In terms of gender, the staff comprised 53 (63%) male and 31 (37%) female.
- b) On representation of Persons with Disabilities (PwDs) there were no staff members with disabilities, accounting for 0% of the total workforce.
- c) With regard to age, 36 (43%) employees were aged 35 years and below, while 48 (57%) were aged above 35 years.
- d) The ethnic composition of the staff was as follows: Kikuyu 21 (25%) employees, Kalenjin 17 (20%), Luo 16 (19%), Luhya 9 (11%), Kamba 5 (6%), Kisii 4 (5%), Meru 4 (5%), Swahili 3 (4%), Maasai 3 (4%), Teso 1 (1%), and Kenyan Somali 1 (1%).

11) Uwezo Fund Oversight Board

27. The Uwezo Board submitted as follows:

- a) The Board Oversight Unit had a total of 22 staff members, comprising 14 men (63.6%) and 8 women (36.4%).
- b) On representation of Persons with Disabilities (PwDs) there were no staff members with disabilities, accounting for 0% of the total workforce.
- c) With regard to age, 2 employees (9.1%) were aged 35 years and below, while 20 employees (90.9%) were aged above 35 years.
- d) The ethnic composition was as follows: Kikuyu 5 (22.73%), Luhya 5 (22.73%), Samburu 3 (13.64%), Kisii 2 (9.09%), Luo 2 (9.09%), Kamba 2 (9.09%), Teso 1 (4.55%), Meru 1 (4.55%), and Suba 1 (4.55%).
- e) The Uwezo Fund Board comprises 7 members. With ethnic distribution of Kikuyu 3 (42.86%), Luhya 1 (14.29%), Luo 1 (14.29%), Kalenjin 1 (14.29%), and Somali 1 (14.29%).
- f) The Constituency Uwezo Fund Management Committees had a total membership of 4,350 individuals. Of these, 2,030 (46.67%) were men, 1,450 (33.33%) were women, 580 (13.33%) were youth, and 290 (6.67%) were Persons with Disabilities (PwDs).

12) National Cereals and Produce Board (NCPB)

28. NCPB submitted as follows:

- a) The organization had a total of 791 employees comprising of 462 (58.4%) female staff and 329 (41.6 %) males.
- b) With regards to Persons with Disabilities (PwDs), the organization had 14 (1.8%) staff of the total workforce.
- c) On age distribution, the organization had 239 (30.21%) staff aged 35 years and below, while the majority, 552 (69.79%) were above 35 years of age.
- d) With regard to ethnic composition, Kalenjin representation was 240 (30.34%), Kamba with 109 (13.78%), Kikuyu 106 (13.40%), Luo 80 (10.11%), Luhya 71 (8.98%), Kisii 65 (8.22%), Meru 38 (4.80%), Somali 14 (1.77%), Taita 13 (1.64%), Maasai 11 (1.39%), Mijikenda 6 (0.76%), Mbeere 5 (0.63%), Teso 5 (0.63%), Boran 4 (0.51%), Embu 4(0.51%), Pokot 4 (0.51%), Pokomo 3 (0.38%), Samburu 3 (0.38%), Taveta 3 (0.38%), Kenyan Arab 2(0.25%), Kuria 2 (0.25%), Turkana 2 (0.25%) and Nubian 1 (0.13%)

13)National Syndemic Diseases Control Council (NSDCC)

29. NSDCC submitted as follows;

- a) The Council had a total of 143 employees, comprising 80 (56%) male and 63 (44%) female. The staff were drawn from 18 ethnic communities in Kenya.
- b) In terms of age distribution, 42 (29.37%) employees were aged below 40 years, 67 (46.85%) aged between 40 - 50 years, 34 (23.78%) between 51 – 59 years and only 5 (3.50%) below the age of 30 years.
- c) The Persons with Disabilities (PwDs) stood at 4 (2.8%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Borana 1 (0.70%), Digo 1 (0.70%), Mijikenda 1 (0.70%), Turkana 1 (0.70), Kuria 2 (1.40%), Taita 2 (1.40%), Teso 2 (1.40%), Tharaka 2 (1.40%), Embu 3 (2.10%), Somali 3 (2.10%), Maasai 6 (4.20%), Kamba 10 (6.99%), Kisii 10 (6.99%), Meru 11 (7.69%), Kalenjin 14 (9.79%), Luhya 20 (13.99%), Luo 23 (16.08%) and Kikuyu 30 (20.97%)

14)Privatisation Commission

30. The Commission submitted as follows;

- a) The Commission had a total of 33 employees, comprising 17 (51.5%) male and 16 (48%) female.
- b) In terms of age distribution, 33 (100%) employees were aged above 35 years.
- c) The Commission had no Persons with Disabilities (PwDs).
- d) The staff were drawn from 8 ethnic communities in Kenya with their composition as follows: Kalenjin 10 (30.30%), Kikuyu 10 (30.30%), Kisii 2 (6.06%), Luhya 3 (9.09%), Luo 6 (18.18%), Meru 1 (3.03%), Kamba 1 (3.03%), and Taita 1 (3.03%).

15)Central Bank of Kenya (CBK)

31. CBK submitted as follows:

- a) The Commission had a total of 1,311 employees, comprising 706 (54%) males and 605 (46%) females. The staff are drawn from 31 ethnic communities in Kenya.
- b) In terms of age distribution, 427 (32.6%) employees were aged below 40 years, while 1 884 (67.4%) were aged above 40 years.
- c) The Persons with Disabilities (PwDs) stood at 31 (2.4%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Kikuyu 325 (24.79%), Kalenjin 258 (19.68%), Luo 139 (10.60%), Kamba 123 (9.38%), Luhya 113 (8.62%), Kisii 90 (6.86%), Meru 66 (5.03%), Maasai 31(2.36%), Taita 30 (2.28%), Mijikenda 25 (1.91%), Embu 17 (1.30%), Kenyan Somali 13 (0.99%), Borana 7 (0.53%), Gabra 7 (0.53%), Samburu 7 (0.53%), Suba 7 (0.53%), Kuria 5 (0.38%), Mbeere 5 (0.38%), Turkana 5 (0.38%), Ilchamus 4 (0.31%), Kenya Arab 4 (0.31%), Pokomo 4 (0.31%), Swahili 4 (0.31%), Taveta 4 (0.31%), Teso 4 (0.31%),Tharaka 4 (0.31%), Bajuni 3 (0.23%), Kenyan Asians 3 (0.23%), Dorobo 2 (0.15%), Arab 1 (0.08%), Rendile 1 (0.08%).

16)Public Procurement Regulatory Authority (PPRA)

32. PPRA submitted as follows;

- a) The Commission had a total of 64 employees, comprising 43 (67%) males and 21 (33%) females. The staff are drawn from 17 ethnic communities in Kenya.
- b) The Persons with Disabilities (PwDs) stood at 1 (2%) of the total workforce.
- c) In terms of age distribution, 5 (7.8%) employees were aged below 35 years, while 59 (92.2%) were aged above 35 years.
- d) The ethnic composition of the staff was as follows: Borana 1 (1.56%), Embu 1 (1.56%), Kuria 1 (1.56%), Maasai 1 (1.56%), Mijikenda 1 (1.56%), Pokomo 1 (1.56%), Somali 1 (1.56%), Taita 1 (1.56%), Turkana 1 (1.56%), Kalenjin (8), Kamba (6), Kikuyu 15 (23.44%), Kisii 2 (3.13%), Luhya 9 (14.06%), Luo 10 (15.62%), Meru 3 (4.69%), Teso 2 (3.13%).

17)Capital Markets Authority (CMA)

33. CMA submitted as follows;

- a) The Authority had a total of 99 employees, comprising 62 (63%) male and 37 (37%) female. The staff are drawn from 17 ethnic communities in Kenya.
- b) In terms of age distribution, 33 (33.3%) employees were aged below 40 years, while 66 (66.7%) were aged above 35 years.

- c) The Persons with Disabilities (PwDs) stood at 4 (3.96%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Kikuyu 24 (24.24%), Kalenjin 12 (12.12%), Luhya 12 (12.12%), Kamba 11 (11.11%), Kisii 9 (9.09%), Luo 8 (8.08%), Meru 5 (5.05%), Taita 4 (4.04%), Gabra 3 (3.03%), Maasai 3 (3.03%), Embu 2 (2.02%), Bajuni 1 (1.01%), Borana 1 (1.01%), Somali 1 (1.01%), Mijikenda 1 (1.01%), Pokomo 1 (1.01%), Teso 1 (1.01%)

18)Kenya Industrial Estates (KIE)

34. KIE submitted as follows:

- a) The KIE had total of 208 employees, comprising 113 (54%) male and 95 (46%) female. The staff are drawn from 16 ethnic communities in Kenya.
- b) In terms of age distribution, 29 (15%) employees were aged below 35 years, while 134 (85%) were aged above 35 years.
- c) The Persons with Disabilities (PwDs) stands at 2 (0.96%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Borana 2 (0.96%), Embu 3 (1.44%), Kalenjin 43 (20.67%), Kamba 23 (11.06%), Kenyan Somali (3)1.44%, Kikuyu 29(13.94%), Kisii 24 (11.54%), Luhya 22 (10.58%), Luo 19 (9.13%), Maasai 6 (2.88%), Meru 17 (8.17%), Mijikenda 5 (2.40%), Nubi 1 (0.48%), Taita 9 (4.33%), Taveta 1 (0.48%) and Teso 1 (0.48%).

19)Independent Policing Oversight Authority (IPOA)

35. IPOA submitted as follows:

- a) That the authority had an approved establishment of 1,377 staff with 284 staff in post. Of these, 284 in post, 174 (61.27%) were male and 110 (38.73%) were female.
- b) In terms of age distribution, 111 (39.08%) employees were aged below 35 years, while 173 (60.92%) were aged 35 years and above.
- c) The Persons with Disabilities (PwDs) stood at 9 (3.2%) of the total workforce.
- d) The ethnic composition of the staff was as follows Kikuyu 43 (15.14%), Luo 24 (8.45%), Luhya 26 (9.15%), Kamba 14 (4.93%), Meru 26 (9.15%), Kalenjin 45 (15.84%), and Kisii 24 (8.45%). Other communities include Embu with 7 (2.46%), Mijikenda 6 (2.11%), Kenyan Somali 26 (9.15%), Taita 1 (0.35%), Teso 34 (0.67%), Borana 7 (2.46%), Maasai 8 (2.82%), Kuria 2 (0.70%), Samburu 8 (2.82%), Mbeere 3 (1.06%), Kenyan Asian 9 (0.18%), Rendille 1 (0.35%), Gabra 4 (1.41%), Turkana 1 (0.35%), Tharaka 2 (0.70%), Suba 1 (0.35%), Taveta 3 (0.06%), Burji 1 (0.35%), Pokomo 1 (0.35%), Orma 1 (0.35%) and single representation from Wayyu 1 (0.35%)

20)Retirement Benefits Authority (RBA)

36. RBA submitted as follows:

- a) That the authority had an approved establishment of 95 staff with 80 staff in post. Of these 80 in post, 47 (58%) were male and 33 (42%) were female.
- b) In terms of age distribution, 22 (28%) employees were aged below 35 years, while 73 (72%) were aged 35 years and above.
- c) The Persons with Disabilities (PwDs) stood at 1 (1.05%) of the total workforce.
- d) The ethnic composition of the staff was as follows Kikuyu 10 (12.5%), Luo 12 (15.0%), Luhya 7 (8.8%), Kamba 12 (15.0%), Meru 5 (6.3%), Kalenjin 14 (17.5%), and Kisii 8 (10.0%). Other communities include Embu with 1 (1.3%), Mijikenda 1 (1.5%), Kenyan Somali 1 (1.3%), Rendille 1 (1.3%), Sabaot 1 (1.3%), Kuria 1 (1.3%), Samburu 1 (1.3%), Mbeere 1 (1.5%), Gabra 2 (2.5%), Turkana 1 (1.3%), and single representation from Basuba 1 (1.3%)

21)Kenya Airports Authority (KAA)

37. KAA submitted as follows:

- a) That the authority had a staff composition of with 2,202 employees, of which 1,435 (65%) were male and 767 (35%) were female.
- b) In terms of age distribution, 759 (34.47%) employees were aged below 35 years, while 1,443 (65.53%) were aged 35 years and above.
- c) The Persons with Disabilities (PwDs) stood at 39 (1.77%) of the total workforce.
- d) The ethnic composition of the staff was as follows Kikuyu 455 (20.66%), Luo 271 (12.31%), Luhya 225 (10.22%), Kamba 151 (6.86%), Meru 100 (4.54%), Kalenjin 459 (20.84%), and Kisii 115 (5.22%). Other communities include Embu with 49 (2.22%), Arabs 3 (0.14%), Bajuni 8 (0.36%), Chuka 2 (0.09%), Borana 10 (0.45%), Mijikenda 94 (4.27%), Maasai 27 (1.27%), Pokomo 1 (0.05%), Oromo 1 (0.05%), Orma 13 (0.59%), Somali 80 (3.63%), Rendille 5 (0.23%), Kuria 7 (0.32%), Ogiek 6 (0.27%), Ilchamus 3 (0.14%), Nubian 4 (0.18%), Samburu 8 (0.36%), Mbeere 5 (0.23%), Suba 15 (0.68%), Swahili 2 (0.09%), Taita 34 (1.54%), Taveta 8 (0.36%), Teso 11 (0.50%), Tharaka 2 (0.09%) and Turkana 28 (2.27%).

22)Kenya Wildlife Service (KWS)

38. KWS submitted as follows:

- a) The Service had a staff 4,588 employees of which 3,640 (79.3%) were male and 948 (20.7%) were female.
- b) In terms of age distribution, 1,324 (28.86%) employees were aged below 35 years, while 3,264 (71.14%) were aged 35 years and above.
- c) The Persons with Disabilities (PwDs) stood at 89 (1.88%) of the total workforce.

- d) The ethnic composition of the staff was as follows Kikuyu 709 (15.45%), Luo 400 (8.72%), Luhya 336 (7.32%), Kamba 422 (9.20%), Meru 223 (4.86%), Kalenjin 744 (16.22%), and Kisii 181 (3.95%). Other communities include Embu with 70 (1.53%), Mijikenda 263 (5.73%), Somali 173 (3.77%), Rendille 44 (0.96%), Sabaot 1(1.3%), Kuria 24 (0.52%), Samburu 90 (1.96%), Mbeere 14 (0.31%), Gabra 36 (0.78%), Turkana 110 (2.40%), Suba 13 (0.28%), Maasai 166 (3.62%), Borana 121 (2.64%), Taita 104 (2.27%), Pokomo 64 (1.39%), Pokot 47 (1.02%), Teso 36 (0.78%), Bajuni 35 (0.76%), Tharaka 35 (0.76%), Orma 23 (0.50%), Swahili 14 (0.31%), Taveta 12 (0.26%), Burji 11 (0.24%), Nubi 11 (0.24%), Munyoyaya 10 (0.22%), Sakuye 8 (0.17%), Boni 7 (0.15%), Wardei 6 (0.13%), Daasanach 5 (0.11%), El molo 5 (0.11%), Malakote 5 (0.11%), Ilchamus 4 (0.09%), Ogiek 4 (0.09%), Arab 1 (0.02%), Dorobo 1 (0.02%), and 1 (0.02%) Kenya European

23)Kenya Plant Health Inspectorate Service (KEPHIS)

39. KEPHIS submitted as follows:

- a) The Service had a total of 432 employees, comprising 252 (58%) male and 180 (42%) female. The staff were drawn from 21 ethnic communities in Kenya.
- b) In terms of age distribution, 185 (42.8%) employees were aged below 40 years, while 247 (57.2) employees were aged above 40 years.
- c) The Persons with Disabilities (PwDs) stood at 14 (3.2%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Borana 2 (0.46%), Embu 11 (2.55%), Maasai 3 (0.69%), Mijikenda 7 (1.62%), Somali 2 (0.46%), Kalenjin 67 (15.51%), Kamba 66 (15.28%), Kikuyu 97 (22.45%), Kisii 30 (6.94%), Luhya 52 (12.04%), Luo 32 (7.41%), Meru 46 (10.65%), Teso 3 (0.69%), Burji 1 (0.23%), Dorobo 1 (0.23%), Gabra 1 (0.23%), Kuria 1 (0.23%), Mbeere 3 (0.69%), Taita 4 (0.93%) Suba 2 (0.46%) Rendille 1 (0.23%)

24)Kenya Animal Genetic Research Institute (KAGRC)

40. KAGRC submitted as follows;

- a) The Institute had a total of 144 employees, comprising 39 (27%) male and 105 (73%) females. The staff are drawn from 21 ethnic communities in Kenya.
- b) The ethnic composition of the staff was as follows: Borana 1 (1%), Embu 2 (1%) Mijikenda 2 (1%), Kalenjin 20 (14%), Kamba 10 (7%), Kikuyu 46 (33%), Kisii 9 (6%), Luhya 32 (23%), Luo 11 (8%), Meru 7 (5%) and Teso 1 (1%)

25)Kenya School of Government (KSG)

41. KSG submitted as follows:

- a) The Institution had a total of 492 employees, comprising 248 (50.41%) males and 244 (49.59%) females. The staff were drawn from 21 ethnic communities in Kenya.
- b) In terms of age distribution, 161 (32.72%) employees were aged below 40 years, while 331 (67.28%) employees were aged above 40 years.
- c) The Persons with Disabilities (PwDs) stood at 16 (3.25%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Borana 2 (0.46%), Embu 35 (6.39%), Maasai 4 (0.73%), Mijikenda 36 (6.57%), Somali-So-State 9 (1.64%), Kalenjin 69 (12.59%), Kamba 50 (9.12%), Kikuyu 115 (20.99%), Kisii 44 (8.03%), Luhya 61 (11.13%), Luo 45 (8.21%), Meru 35 (6.39%), Teso 6 (1.09%), Gabra 1 (0.18%), Mbeere 2 (0.36%), Taita 9 (1.64%), Boran 6 (1.09%), Degodia 1 (0.18%), Basuba 3 (0.55%), Rendille 1 (0.18%), Kenya Arab 1 (0.18%), Njemps 4 (0.73%), Other Kenyan 1 (0.18%), Pokomo 2 (0.36%), Pokot 2 (0.36%), Sakuye 1 (0.18%), Swahili-Shirazi 2 (0.36%), Tharaka 1 (0.18%) and Turkana 1 (0.18%)

26) Pharmacy and Poisons Board (PPB)

42. PPB submitted as follows:

- a) The Service had a total of 195 employees, comprising 131 (67.18%) male and 64 (32.82%) female. The staff were drawn from 15 ethnic communities in Kenya.
- b) In terms of age distribution, 77 (39.49%) employees are aged below 40 years, while 118 (60.51%) employees are aged above 40 years.
- c) The Persons with Disabilities (PwDs) stood at 5 (2.56%) of the total workforce.
- d) The ethnic composition of the staff was as follows: Embu 3 (1.5%), Maasai 7 (3.6%), Somali 10 (5.1%), Kalenjin 46 (48%), Kamba 16 (8.2%), Kikuyu 28 (14%), Kisii 8 (4.1%), Luhya 35 (18%), Luo 17 (8.7%), Meru 8 (4.1%), Pokomo 2 (1%), Teso 2 (1%), Bajuni 1 (0.5%), Borana 1 (0.5%), Pokot 2 (1%), Duruma 1 (0.5%), Ilchamus 1 (0.5%), Kuria 1 (0.23%), Suba 1 (0.5%), Taita 3 (1.5%), Indian 1 (0.5%) and Samburu 1 (0.5%)

27) Betting Control and Licensing Board (BCLB)

43. BCLB submitted as follows:

- a) The Service had a total of 52 employees, comprising 26 (50%) male and 26 (50%) females. The staff were drawn from 19 ethnic communities in Kenya.
- b) In terms of age distribution, 21 (40.38%) employees are aged below 40 years, while 31 (59.62%) employees are aged above 40 years.
- c) The number of Persons with Disabilities (PwDs) stood at 3 (5.77%) of the total workforce.

- d) The ethnic composition of the staff was as follows: Borana 1 (1.92%), Embu 1 (1.92%), Marakwet 1 (1.92%), Mijikenda 7 (1.62%), Somali 1 (1.92%), Kalenjin 3 (5.77%), Kamba 7 (13.46%), Kikuyu 13 (25%), Kisii 3 (5.77%), Luhya 3 (5.77%), Luo 8 (15.38%), Meru 3 (5.77%), Nubian 1 (1.92%), Digo 1 (1.92%), Gabra 2 (3.85%), Mbeere 1 (1.92%), Rabai 1 (1.92%), Pokomo 1 (1.92%) and Tharaka 1 (1.92%)

28)Kenya Leather Development Council (KLDC)

44. KLDC submitted as follows:

- a) The Council had a total of 65 employees, comprising 32 (49.23%) males and 33 (50.77%) females. The staff were drawn from 17 ethnic communities in Kenya.
- b) In terms of age distribution, 25 (38.46%) employees are aged below 35 years, while 31 (59.62%) employees are aged above 35 years.
- c) The ethnic composition of the staff was as follows: Borana 1 (1.5%), Embu 2 (3.07%), Maasai 1 (1.5%), Mijikenda 1 (1.5%), Kalenjin 4 (6.15%), Kamba 7 (10.7%), Kikuyu 17 (26.1%), Kisii 4 (6.15%), Luhya 5 (7.69%), Luo 6 (9.2%), Meru 6 (9.2%), Indian 1 (1.5%), Teso 2 (3.07%), Somali 3 (4.6%), Gabra 3 (4.6%), Chonyi 1 (1.5%) and Turkana 1 (1.5%)

29)Kenya Tea Development Agency Holding Limited (KTDA)

45. KTDA submitted as follows;

- a) KTDA had a total of 1,603 staff.
- b) On Persons with Disabilities (PwDs), the total number of staff was 10 (0.6%) of the overall workforce.
- c) On age distribution, the total number of staff below 35 years was 359 (22.40%), while those above 35 years were 1,244 (77.60%).
- d) On ethnic representation, KTDA had staff from 17 ethnic groups as follows: Kikuyu 554 (34.6%), Kalenjin 467 (29.1%), Kisii 204 (12.7%), Meru 133 (8.3%), Embu 57 (3.6%), Luhya 55 (3.4%), Kamba 51 (3.2%), Luo 45 (2.8%), Giriama 13 (0.8%), Taita 13 (0.8%), Maasai 5 (0.3%), while Teso, Digo, Swahili, Borana, Arab, and Swahili-Degodia had 1 (0.1%) each.

30)Kenya Medical Training College (KMTC)

46. KMTC submitted as follows:

- a) The total number of staff was 2,044, comprising 1,098 (54%) male and 946 (46%) females.
- b) The total number of Persons with Disabilities (PwDs) was 37, comprising 7 (0.34%) females and 30 (1.47%) males.

- c) On ethnicity distribution, the College had representation from 31 ethnic groups as follows: Kalenjin 406 (19.9%), Kikuyu 364 (17.8%), Luo 293 (14.3%), Kamba 243 (11.9%), Luhya 205 (10%), Kisii 183 (9%), Meru 86 (4.2%), Mijikenda 54 (2.6%), Embu 32 (1.6%), Taita 27 (1.3%), Swahili-Shirazi 20 (1%), Turkana 18 (0.9%), Teso 15 (0.7%), Kenyan Somali 12 (0.6%), Maasai 12 (0.6%), Mbeere 11 (0.5%), Nubi 11 (0.5%), Boran 10 (0.5%), Kenyan Asian 10 (0.5%), Pokot 8 (0.4%), Kuria 5 (0.2%), Suba 4 (0.2%), Pokomo 3 (0.1%), Tharaka 3 (0.1%), Gabra 2 (0.1%), Rendile 2 (0.1%), while Bajun, Gosha, Kenyan Arab, Samburu, and Taveta had 1 (0.05%) staff member each.

31)Public Benefit Organizations Regulatory Authority (PBORA)

47. PBORA submitted as follows:

- a) The Authority had a total of 58 staff, consisting of 34 (59%) females and 24 (41%) males.
- b) The organization had no Persons with Disabilities (PwDs).
- c) On age distribution, 15 (26%) employees were below 35 years, while 43 (74%) employees were above 35 years.
- d) On ethnicity, the staff were drawn from 13 ethnic groups as follows: Kikuyu 12 (20.7%), Kisii 9 (15.5%), Kalenjin and Kamba 6 (10.3%) each, Luhya and Luo 5 (8.6%) each, Meru and Somali 4 (6.9%) each, Maasai 3 (5.2%), while Embu, Giriama, Pokomo, and Teso had 1 (1.7%) each.

32)Bomas of Kenya LTD

48. Bomas submitted as follows:

- a) That Bomas of Kenya had a total of 212 staff, consisting of 129 (60.8%) male and 83 (39.2%) females.
- b) The total number of Persons with Disabilities (PwDs) was 1 (0.47%) of the workforce.
On age distribution, 51 (24.1%) staff were below 35 years, while 161 (75.9%) staff were above 35 years.
- c) On ethnicity, the company had representation from 20 ethnic groups as follows: Luo and Luhya 37 (17.45%) each, Kikuyu and Kalenjin 29 (13.68%) each, Kamba 20 (9.43%), Kisii 13 (6.13%), Meru 12 (5.66%), Embu 6 (2.83%), Samburu, Maasai, Turkana, and Mijikenda 4 (1.89%) each, Somali 3 (1.42%), Giriama, Taita and Borana 2 (0.94%) each, while Rabai, Kuria, Chonyi, and Makonde had 1 (0.47%) each.

33)East African Portland Cement Company (EAPCC)

49. EAPCC submitted as follows:

- a) EAPCC had a total of 505 staff, comprising 426 (84.4%) male and 79 (15.6%) females.
- b) The total number of Persons with Disabilities (PwDs) was 7 (1.3%) of the workforce.
- c) On age distribution, 95 (19%) staff were below 35 years, while 410 (81%) staff were above 35 years.
- d) On ethnic representation, the company had staff drawn from 12 ethnic groups as follows: Kamba 109 (21.6%), Maasai 95 (18.8%), Kalenjin 82 (16.2%), Kikuyu 59 (11.7%), Luo 54 (10.7%), Luhya 33 (6.5%), Taita 17 (3.4%), Meru 16 (3.2%), Borana/Somali 14 (2.8%), Kisii 13 (2.5%), Giriama 12 (2.4%), and Embu 1 (0.2%).

34)Youth Enterprise Development Fund Board

50. YEDF submitted as follows:

- a) YEDF had a total staff complement of 204, comprising 114 (55.9%) male and 90 (44.1%) female.
- b) The total number of Persons with Disabilities (PwDs) was 2 (0.98%) of the workforce.
- c) In terms of age distribution, 50 staff (24.5%) were below 35 years, while 154 staff (75.5%) were above 35 years.
- d) On ethnicity, the Fund had a representation of 23 tribes. The breakdown was as follows: Kikuyu 46 (22.5%), Luhya 30 (14.7%), Kalenjin 22 (10.8%), Kamba 18 (8.8%), Luo 17 (8.3%), Kisii 16 (7.8%), Meru 11 (5.4%), Mbeere and Somali 6 (2.9%) each, Taita and Mijikenda 5 (2.5%) each, Borana, Embu, Sakuye, and Turkana 3 (1.5%) each, Duruma and Maasai 2 (1%) each, while Konso, Pokomo, Pokot, Sabaot, and Samburu had 1 (0.5%) each.

35)National Drought Management Authority (NDMA)

51. NDMA submitted as follows:

- a) The Authority had a total of 309 staff, comprising 212 (69%) males and 97 (31%) females.
- b) The total number of Persons with Disabilities (PwDs) stood at 6 (2%), consisting of 5 (1.62%) males and 1 (0.32%) female.
- c) On age distribution, the Authority had 45 (15%) staff below 35 years and 264 (85%) staff aged 36 years and above.

- d) On ethnic representation, the Authority had 25 tribes represented as follows: Kenyan Somali 53 (17.15%), Kamba 33 (10.68%), Kikuyu 31 (10.03%), Kalenjin 25 (8.09%), Borana 25 (8.09%), Luhya 23 (7.44%), Luo 20 (6.47%), Mijikenda 15 (4.85%), Samburu 10 (3.24%), Meru 8 (2.59%), Rendile 8 (2.59%), Turkana 8 (2.59%), Mijikenda 8, Tharaka 7 (2.27%), Taita 7 (2.27%), Kisii 6 (1.94%), Maasai 6 (1.94%), Pokomo 6 (1.94%), Gabra 5 (1.62%), Bajun 4 (1.29%), Mbeere 3 (0.97%), Njemps 2 (0.65%), and Embu, Kenyan Arab, Sakuye, and Teso 1 each (0.32%).

36)Kenya National Bureau of Statistics

52. KNBS submitted as follows:

- a) The Authority had a total of 506 staff, comprising 322 (63.6%) males and 184 (36.4%) females.
- b) In terms of age distribution, 193 (38.1%) staff members were below 35 years, while 316 (61.9%) were aged above 35 years.
- c) The number of staff members with disabilities was 10 (5.06%) of the total workforce.
- d) Regarding ethnic representation, the Authority had employees drawn from 31 ethnic groups. The distribution was as follows: Kikuyu 102 (20.2%), Luo 84 (16.6%), Luhya 60 (11.9%), Kamba 58 (11.5%), Kalenjin 50 (9.9%), Kisii 35 (6.9%), Kenyan Somali 31 (6.1%), Embu 13 (2.6%), Meru 10 (2.0%), Borana 9 (1.8%), Maasai 9 (1.8%), Mijikenda 8 (1.6%), Gabra 5 (1.0%), Kuria 4 (0.8%), Pokot 3 (0.6%), Turkana 3 (0.6%), Bajuni 2 (0.4%), Suba 2 (0.4%), Burji 2 (0.4%), Pokomo 2 (0.4%), Samburu 2 (0.4%), Taita 2 (0.4%), Taveta 2 (0.4%), while Boni-Sanye, El Molo, Kenyan Arab, Mbeere, Ilchamus/Njemps, Nubi, Rendile, and Sakuye each had 1 staff member (0.2%).

37)Policyholders Compensation Fund (PCF)

53. The Fund submitted as follows:

- a) The Fund had a total of 28 staff, comprising 18 (64%) male and 10 (36%) female.
- b) The number of staff members with disabilities stood at 1 (4%) of the total workforce
- c) In terms of age distribution, 10 (35.7%) staff members were aged 35 years and below, while 18 (64.3%) were aged 36 years and above.
- d) On ethnic representation, the Fund had employees drawn from 12 ethnic groups as follows: Kikuyu 9 (32.1%), Kisii 3 (10.7%), Gabra 2 (7.1%), Kalenjin 2 (7.1%), Mijikenda 2 (7.1%), Somali 2 (7.1%), Meru 2 (7.1%), Luo 2 (7.1%), Taveta 1 (3.6%), Kamba 1 (3.6%), Suba 1 (3.6%), and Luhya 1 (3.6%).

38)National Oil Corporation of Kenya LTD (NOCK)

54. NOCK submitted as follows:

- a) The Corporation had a total of 162 staff members, comprising 98 (60.5%) male and 64 (39.5%) females.
- b) On representation of Persons with Disabilities (PwDs), the Corporation had 3 (1.85%) staff.
- c) With regard to age distribution, 31 (19%) staff members were below 35 years, while 131 (81%) staff members were above 36 years.
- d) On ethnicity, the Corporation had staff drawn from 20 ethnic communities as follows: Kikuyu 31 (19%), Luo 27 (17%), Luhya 22 (14%), Kamba 19 (12%), Kalenjin 18 (11%), Maasai 12 (7%), Kisii 8 (5%), Meru 8 (5%), Kenyan Somali 3 (2%), Swahili 2 (1%), Embu 2 (1%), Taita 2 (1%), Borana 1 (1%), Digo 1 (1%), Kenyan Arab 1 (1%), Kuria 1 (1%), Mbeere 1 (1%), Pokot 1 (1%), Sabaot 1 (1%), and Teso 1 (1%).

39)Rural Electrification and Renewable Energy Corporation (REREC)

55. REREC submitted as follows:

- a) The Corporation had a total of 655 staff, comprising 433 (66%) males and 222 (34%) females.
- b) On representation of Persons with Disabilities (PwDs), the Corporation had 13 (2.0%) staff, consisting of 7 (1.08%) males and 6 (0.92%) females.
- c) On age distribution, the Corporation had 120 (18.32%) staff members below 40 years and 102 (15.57%) staff members above 41 years.
- d) On ethnic distribution, the Corporation was represented by 29 ethnic communities. Kikuyu had 146 staff (22.29%), Kalenjin 104 (15.88%), Luo 85 (12.98%), Gusii 62 (9.47%), Luhya 54 (8.24%), Meru 41 (6.25%), Somali 19 (2.90%), Turkana 14 (2.14%), Mijikenda 11 (1.68%), Taita 10 (1.53%), Teso 10 (1.53%), Embu 9 (1.37%), Maasai 9 (1.37%), Giriama 7 (1.07%), Kuria 5 (0.76%), Bajun 3 (0.46%), Samburu 3 (0.46%). In addition, Gabra, Gurreh, Mbeere, and Tharaka each had 2 (0.31%) staff members, while Borana, Nubian, Ogik, Pokomo, Taita, Terik, and Kenyan Arab were each represented by 1 (0.15%) staff member.

40)National Environment Management Authority (NEMA)

56. NEMA submitted as follows:

- a) The Authority had a total of 424 staff, comprising 157 (37.03%) females and 267 (62.97%) males.

- b) On the representation of Persons with Disabilities (PwDs), the Authority had 13 (3.07%) staff, consisting of 7 male and 6 female.
- c) Regarding age distribution, the Authority had 86 (20.28%) staff members below 35 years, while 338 (79.72%) were above 36 years.
- d) On ethnicity distribution, the corporation was represented by 25 ethnic communities as follows: Kikuyu 91 (21.46%), Luhya 58 (13.68%), Luo 55 (12.97%), Kalenjin 44 (10.38%), Kamba 44 (10.38%), Kisii 36 (8.49%), Maasai 22 (5.19%), Meru 12 (2.83%), Somali 12 (2.83%), Embu 6 (1.42%), Gabra 6 (1.42%), Mijikenda 7 (1.65%), Taita 7 (1.65%), Borana 4 (0.94%), Burji 2 (0.47%), Njemps 2 (0.47%), Orma 2 (0.47%), Sakuye 2 (0.47%), Samburu 2 (0.47%), Tharaka 2 (0.47%), Bajun 1 (0.24%), Kuria 1 (0.24%), Rendille 5 (1.18%), Turkana 1 (0.24%), and Wayyu 1 (0.24%).

41)Local Authorities Provident Fund (LAPFUND)

57. LAPFUND submitted as follows:

- a) The fund had a total of 135 staff, comprising 73 (54.1%) female and 62 (45.9%) male.
- b) On representation of Persons with Disabilities (PwDs), the fund had 2 (1.48%) staff.
- c) On age distribution, the fund had 61 (45.1%) staff below 35 years and 74 (54.9%) above 36 years.
- d) On ethnicity distribution the fund had a representation of 18 ethnic communities as follows: Kalenjin 30 (22%), Kikuyu 27 (20%), Luo 15 (11%), Luhya 11 (8%), Kisii 9 (7%), Borana and Kamba both at 8 (6%) each, Meru 6 (4%), Kenyan Somali and Maasai 5 (4%) each, Embu, Gabra and Pokot 2 (1%) each while Digo, Kuria, Rendile, Sabaot and Taita 1 (1%) each.

42)Public Service Commission (PSC)

58. PSC submitted as follows:

- a) The Commission consists of 89,819 staffs comprising of 51,252 (57.1%) male and 38,567 (42.9%) female.
- b) With regard to the representation of Persons with Disabilities (PwDs), the Authority had 1,477 (3.83%) staffs within its workforce
- c) On age distribution, the Commission indicated that 30,651 (34.1%) staff members were below 35 years, while 59,168 (65.9%) were above 36 years.
- d) On ethnicity distribution, the Commission had representation from 47 tribes as follows: Kikuyu accounted for 18,319 (20.39%), Kalenjin 14,549 (16.20%), Luhya 10,390 (11.57%), Luo 8,923 (9.94%), Kamba 7,875 (8.77%), Kisii 6,864 (7.64%), Meru 4,973 (5.54%), Kenyan Somali 2,556 (2.85%), Mijikenda 2,387

(2.66%), Maasai 2,115 (2.35%), Embu 1,542 (1.72%), Taita 985 (1.10%), Boran 925 (1.03%), Pokot 876 (0.97%), Turkana 810 (0.90%), Teso 733 (0.82%), Kuria 578 (0.64%), Samburu 573 (0.64%), Pokomo 497 (0.55%), Mbeere 407 (0.45%), Tharaka 366 (0.41%), Other Kenyan 289 (0.32%), Gabra 268 (0.30%), Bajun 248 (0.28%), Gureeh 214 (0.24%), Basuba 166 (0.18%), Swahili-Shirazi 155 (0.17%), Ajuran 146 (0.16%), Rendille 141 (0.16%), Ogaden 130 (0.14%), Degodia 118 (0.13%), Orma 114 (0.13%), Kenya Arab 112 (0.12%), Taveta 80 (0.09%), Kenyan Asian 71 (0.08%), Njemps 52 (0.06%), Dorobo 41 (0.05%), Murule 35 (0.04%), Boni-Sanye 34 (0.04%), Sakuye 32 (0.04%), El Molo 13 (0.01%), Daasanach–Shangil 6 (0.01%), Foreigner 3 (0.00%), Kenyan European 2 (0.00%), Hawiyah 2 (0.00%) and Gosha 1 (0.00%).

43)New Kenya Planters Co-Operative Union (NKPCU)

59. NKPCU submitted as follows:

- a) The Union had a total of 100 staff members, comprising 66 (66%) male and 34 (34%) females.
- b) With respect to Persons with Disabilities (PwDs), the Union reported having 1 (0.01%) staff living with a disability.
- c) Regarding age distribution, the Union submitted that 56 (56%) staff members were below 35 years, while 44 (44%) were above 36 years.
- d) On ethnic representation, the Union had staff drawn from 10 ethnic groups as follows: Kikuyu 42 (42%), Kalenjin 15 (15%), Luhya and Meru 9 (9%) each, Luo and Kamba 7 (7%) each, Kisii 6 (6%), Embu 3 (3%), and Teso and Maasai 1 (1%) each.

44)Tanathi Water Works Development Agency (TWWDA)

60. TWWDA submitted as follows:

- a) The agency had a total of 47 staff consisting of 34 (72.34%) male and 13 (27.66%) female.
- b) With regards to Persons with Disability, the agency had no staff with disability.
- c) On age distribution, the agency submitted that 9 (19.15%) staff were below 35 years while 38 (80.85%) were above 35 years.
- d) On ethnicity distribution, the agency had representation from 9 ethnic groups as follows: Kamba 29 (61.70%), Maasai 6 (12.77%), Kalenjin and Luo 3 (6.38%) each, Meru 2 (4.26%) while Kikuyu, Kisii, Mijikenda and Suba each represented by 1 (2.13%) staff.

45)Ewaso Ng'iro North River Basin Development Authority (ENNDA)

61. ENNDA submitted as follows:

- a) The Authority had a total of 195 staff consisting of 126 (64.62%) male and 69 (35.38%) female.
- b) With regards to Persons with Disability, the Authority had 17(8.7%) staff consisting of 7 (41.18%) female and 10 (58.82%) males.
- c) On age distribution, the Authority submitted that 40 (20.51%) staff were below 35 years and 155 (79.49%) were above 36 years.
- d) On ethnic representation, the authority submitted a representation of 24 tribes as follows: Borana 53 (27.18%), Kenyan Somali 28 (14.36%), Degodia 23 (11.79%), Ajuran 11 (5.64%), Gurreh 11 (5.64%), Ogaden 10 (5.13%), Kamba 8 (4.10%), Kikuyu 8 (4.10%), Gabra 7 (3.59%), Meru 6 (3.08%), Turkana 5 (2.56%), Sakuye 5 (2.56%), Kalenjin 4 (2.05%), Samburu 3 (1.54%), Kisii 2 (1.03%), Rendile 2 (1.03%), Taita 2 (1.03%), Ashraf 1 (0.50%), Murule 1 (0.51%), Taveta 1 (0.51%), Tharaka 1 (0.51%), Burji 1 (0.51%), Maasai 1 (0.51%), and Mbeere 1 (0.51%)

46)Communication Authority of Kenya (CAK)

62. CAK submitted as follows:

- a) The Authority had 379 staff consisting of 199 (52.51%) male and 180 (47.49%) female.
- b) With regards to Persons with Disability, the Authority had 8 (2.11%) staff.
- c) On age distribution, the Authority submitted that 222 (58.5%) staff were below 40 years and 157 (41.5%) were above 40 years.
- d) On ethnic representation, the authority had a representation of 20 tribes as follows: Kikuyu 73 (19.26%), Luhya 73 (19.26%), Kalenjin 72 (19.00%), Luo 40 (10.55%),Kamba 30 (7.92%), Kisii 24 (6.33%), Meru 21 (5.54%), Maasai 10(2.64%), Embu 9 (2.37%), Taita 6 (1.58%), Gabra 4 (1.06%), Digo, Kenyan Somali and Nubian 3 each (0.79%), Kenyan Arabs and Teso each 2 (0.53%) while Borana, Pokomo, Pokot and Samburu 1 (0.26%).

47)Tana And Athi Rivers Development Authority (TARDA)

63. TARDA submitted as follows:

The Authority had 265 staff consisting of 143 (53.96%) male and 122 (46.04%) females. With regards to Persons with Disability (PwDs), the Authority had 11 (4.15%) PwDs. On age distribution, the Authority submitted that 42 (15.85%) staff were below 35 years while 223 (84.15%) were above 36 years. On ethnic representation, the Authority had staff drawn from 16 ethnic communities, distributed as follows: Mbeere 3 (1%), Kamba 46 (17%), Kikuyu 95 (36%), Kalenjin 21 (8%), Luo 18 (7%), Pokomo

18 (7%), Borana 10 (4%), Taita 9 (3%), Luhya 9 (3%), Kisii 8 (3%), Maasai 7 (3%), Meru 8 (3%), Orma 6 (2%), Giriama 3 (1%), Embu 2 (1%) and Kenyan Somali 2 (1%).

48)Central Rift Valley Water Works Development Agency (CRVWWDA)

64. CRVWWDA submitted as follows:

- a) The Agency had 34 staff consisting of 19 (55.88%) male and 15 (44.12%) female.
- b) With regards to Persons with Disabilities (PwDs), the Agency had 1 (3%) staff of the total workforce.
- c) On age distribution, the Agency submitted that 7 (21%) staff were below 35 years while 27 (79%) were above 36 years.
- d) On ethnic representation, the Agency had staff drawn from 18 ethnic communities, distributed as follows: Kamba 2 (5.8%), Kikuyu 5 (14.5%), Kalenjin 20 (58.8%), Luo 1 (2.9%), Kisii 1 (2.9%), Luhya 2 (5.8%), Maasai 2 (5.8%) and Turkana 1 (2.9%)

49)Coast Water Works Development Agency (CWWDA)

65. CWWDA submitted as follows:

- a) The Agency had 158 staff consisting of 128 (81%) male and 30 (19%) female.
- b) With regards to Persons with Disabilities (PwDs), the Agency had 2 (1.3%) staff of the total workforce.
- c) On age distribution, the Agency submitted that staff were below 35 years were 23 (14.6%) and staff above 36 years were 135 (85.4%)
- d) On ethnic representation, the Agency had staff drawn from 18 ethnic communities, distributed as follows: Mijikenda 96 (61%), Kamba 16 (10%), Taita 11 (7%), Kikuyu 6(4%), Bajuni 5 (3%), Kalenjin 4 (3%),Luo 4(3%), Borana 2 (1%), Kenyan Arab 2 (1%), Kisii 2 (1%), Luhya 2 (1%), Pokomo 2 (1%), Kuria 1 (1%), Maasai 1 (1%), Taveta 1 (1%),Teso 1 (1%), Walwana 1(1%) and Kenyan Somali 1 (1%).

50)Ewaso Ngiro South Development Authority (ENSDA)

66. ENSDA submitted as follows:

- a) The Authority had a total of 247 staff consisting of 158 (63.97%) staff and 89 (36.03%) females.
- b) With regards to Persons with Disabilities (PwDs), the Authority had 4 (1.61%) staff of the total workforce
- c) On age distribution, the Authority submitted that 99 (40.8%) staff were below 35 years while 148 (59.2%) were above 36 years.

- d) On ethnic representation, the Agency had staff drawn from 12 ethnic communities, distributed as follows: Maasai 175 (70.90%), Kalenjin 19 (7.70%), Kikuyu 16 (6.50%), Luhya 10 (4.04%), Luo 9 (3.64%), Kamba 6 (2.42%), Kisii 4 (0.61%), Ilchamus/Njemps 2 (0.80%), Meru 2 (0.80%), Samburu 2 (0.80%), Kenyan Somali 1 (0.40%) and Embu 1 (0.40%)

51) Northern Water Works Development Agency (NWWDA)

67. NWWDA submitted as follows:

- a) The Agency had 44 staff consisting of 28 (64%) male and 16 (36%) female.
- b) With regards to Persons with Disabilities (PwDs), the Agency had 2 (4.5%) staff.
- c) On age distribution, the Agency submitted that 16 (36.4%) staff were below 35 years while 28 (63.6%) were above 36 years.
- d) On ethnic representation, the Agency had a representation of 10 ethnic communities as follows: Somali 19 (43.2%), Kamba 9 (20.5%), Borana 4 (9.1%), Kikuyu 3 (6.8%), Luo, Kalenjin and Kisii 2 each (4.5%) and Meru, Luhya and Rendile 1 each (2.3%)

52) Lake Victoria North Water Works Development Agency (LVNWWDA)

68. LVNWWDA submitted as follows:

- a) The Agency had 62 staff consisting of 45 (72.6%) male and 17 (27.4%) female.
- b) With regards to Persons with Disabilities (PwDs), the Agency had 1 (1.6%) staff.
- c) On age distribution, the Agency reported that 17 (27.4%) staff were below 35 years, while 45 (72.6%) were 36 years and above.
- d) On ethnic representation, the Agency had staff drawn from 7 ethnic communities, distributed as follows: Luhya 36 (58.1%), Kalenjin 11 (17.7%), Luo 9 (14.5%), Kamba 2 (3.2%), Teso 2 (3.2%) and Embu 1 (1.6%) and Kikuyu 1 (1.6%).

3.3 Thematic Area 2: The mechanisms put in place to ensure that the persons with disabilities, women and minorities are adequately represented in the organization

1) National Construction Authority (NCA)

69. The Authority has put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The Authority had developed a comprehensive Disability Mainstreaming Policy to address disparities in the employment of persons with disabilities.

- b) The Authority aims to achieve at least 5% employment of PwDs within its workforce and facilitates by registering the Authority on the FUZU platform to target potential candidates with disabilities during external recruitment processes.
- c) PwDs are given selection priority after interviews, provided they meet the required qualifications and achieve the minimum interview score.
- d) All recruitment advertisements clearly state that the Authority is an equal opportunity employer, encouraging PwDs to apply for available vacancies.
- e) Training and promotion opportunities are based on merit, with specific emphasis on ensuring fair consideration of ethnic balance, gender, and PwDs in all employment processes
- f) Sexual Harassment, Discrimination, and Bullying Prevention Policy had been developed to protect employees from any form of harassment or discrimination.
- g) The Authority had implemented a Gender Mainstreaming Policy to promote gender equity, particularly focusing on increasing female representation that was at 39% with a male representation of 61%

2) National Police Service Commission (NPSC)

70. The commission submitted that it reserves at least 5% of the position for PwDs in every recruitment and collaborates with the National Council of PwDs in the employment of PwDs. Additionally, using affirmative action programs.

3) Kenya Railways

71. The Kenya Railways had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The organization has implemented initiatives to create an inclusive working and commuting environment for Persons with Disabilities (PwDs), including a Disability Mainstreaming Policy, training of three sign language interpreters, and accessible infrastructure.
- b) To address historical gender imbalance in its male-dominated workforce, the Authority has applied affirmative action to increase female employment and encouraged female students to enroll in railway-related courses at the Railways Training Institute (RTI), especially in high-demand fields.
- c) Observing that, during the 2017 Meter Gauge Railway (MGR) and 2021 Standard Gauge Railway (SGR) takeovers, Kenya Railways inherited existing staff, limiting its ability to influence gender and ethnic diversity due to pre-existing contracts.

4) National Housing Corporation (NHC)

72. The Corporation had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) It adopts inclusive recruitment practices, which include advertising job vacancies in a manner that encourages applications from underrepresented groups. In addition, the Corporation partners with the National Council for Persons with Disabilities (NCPWD) and lists its job vacancies on FUZU, a job portal that specifically targets persons with disabilities (PwDs).
- b) The Corporation focuses on enhancing workplace accessibility and support.
- c) Further it undertakes organizational reforms aimed at embedding inclusivity within its institutional framework and operations.

5) Kenya Ports Authority (KPA)

73. The Authority had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The Authority continues to encourage applications from persons with disabilities by explicitly stating in its job advertisements that Kenya Ports Authority is an Equal Opportunity Employer.
- b) Additionally, the Authority actively implements affirmative recruitment measures to meet the constitutional and policy requirement of reserving at least 5% of positions for persons with disabilities. Furthermore, the principle of gender equity, which stipulates that neither gender should occupy more than 70% of positions, is progressively enforced which form a central part of both the current and future recruitment processes.

6) Kenya Nuclear Regulatory Authority

74. The Authority noted that it is guided by the provisions of Articles of 232 of the constitution of Kenya 2010 in all the processes including recruitment of personnel. Which is done to ensure fairness and inclusiveness to all.

7) Uwezo Fund Oversight Board

75. The Board had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) That Uwezo Fund regulations provided for the appointment of Persons with Disabilities (PwDs), Youth, and Women in the Constituency Uwezo Fund Management Committees (CUFMCs). These members oversaw the

implementation of funds activities and drew allowances from resources shared by the Board.

- b) Further to mitigate staffing limitations and ensure representation and sustainability, the Board initiated a review of its regulations, which was at the public participation stage.

8) National Cereals and Produce Board (NCPB)

76. The Authority had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The organization encourages persons with disabilities to apply for vacant positions. Those who meet the minimum allowed score are given preference during appointment processes.
- b) In terms of career progression, the Board fills promotional vacancies through competitive recruitment exercises. All eligible staff who qualify for a given position are allowed to compete, ensuring that promotions are merit-based and open extending positions in an acting capacity, which are not filled automatically but opened up for fair competition.
- c) Furthermore, staff development is guided by established Career Guidelines. These guidelines outline the criteria for progression, including qualifications, experience, and performance, thereby providing equal opportunities for advancement across all cadres, subject to applicable conditions.

9) Nyayo Tea Zones Development Corporation (NTZDC)

77. The Corporation had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) That the Corporation operates as an equal opportunity employer, adhering to the Public Service Regulations. It implemented a Gender and Disability Mainstreaming Policy whereby the policy aims to eliminate discrimination in all aspects of employment, including advertising, interviewing, recruitment, internships, training, and promotions, for all staff, explicitly including PwDs.
- b) Furthermore, the Corporation is committed to making deliberate efforts to prioritize minority, marginalized communities, and PwDs during its recruitment processes.

10) National Syndemic Diseases Control Council (NSDCC)

78. The Council had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) Inclusive hiring practices that aim to attract a diverse pool of candidates
- b) Advertising of vacancies in every regional office and country wide through newspapers,
- c) All facilities are accessible to PwDs including of ramps, elevators, accessible restrooms and ergonomic workstations.
- d) Supportive policies that promote gender equality, non-discrimination guidelines.
- e) Regular training programs are conducted to raise awareness about inclusivity and diversity.

11)Privatisation Commission

79. The Commission had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;
- a) All job vacancies are forwarded to the National Council for Persons with Disability to be shared with their members.
 - b) The Commission requests the Public Service Commission to prioritize PwDs when allocating interns
 - c) The Commission through National Industrial Training Authority had engaged a person with PwD.

12)Central Bank of Kenya (CBK)

80. The Central Bank of Kenya had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;
- a) The bank had developed guidelines which details the application process for extension of the retirement age on account of disability.
 - b) Workplace accessibility for PwDs
 - c) Gender mainstreaming activities aimed at empowering programs
 - d) Youth empowerment programs at CBK which include an internship program introduced in 2016 to mentor young people into employment.
 - e) CBK youth forums introduced in 2016 with the main objective to mentor, positively influence and encourage them to nature their talents.
 - f) Targeted recruitment outreach
 - g) Diversity and inclusion training

13)Capital Markets Authority (CMA)

81. The Authority had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The authority had the following policies to support a diverse workforce and inclusive workplace; Diversity and inclusion, gender mainstreaming, gender-based violence and disability mainstreaming policy.
- b) The authority consideration during recruitment and selection to accord women and minorities opportunities
- c) The authority takes affirmative action measures to include PwDs in its staff establishment.

14)Kenya Industrial Estate (KIE)

82. The Kenya Industrial Estate had put in place mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation which include;

- a) The organization had made notable efforts to include Persons with Disabilities (PwDs) by ensuring office accessibility, allocating duties and responsibilities to PwDs, and enforcing anti-discrimination policies.
- b) Regular sensitization of staff on disability awareness programmes
- c) Gender responsiveness policy
- d) Sexual harassment, abuse and exploitation policy
- e) Flexible working hours and leave

15)Kenya Animal Genetic Resources Centre (KAGRC)

83. KAGRC is an equal opportunity employer and does not in its recruitment and selection process, discriminate on people on the basis of gender, race, religion, ethnicity or any other form of discrimination by putting in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organisation;

- a) The Board advertises all positions in Grade KAGRC 1 to KAGRC 3, and the Managing Director advertises positions in KAGRC 4 to KAGRC 10 under delegated mandate.
- b) Senior posts of KAGRC 1 to KAGRC 3 are advertised externally in an open, competitive, fair and merit-based process conducted by the Board.
- c) Advertisements for vacant positions are shared with the National Council for Persons living with Disabilities so that the Council can inform their members to apply for positions that they qualify.
- d) KAGRC works to promote an ethnically representative workforce by ensuring fair opportunities for employment, development, and career progression
- e) KAGRC had implemented affirmative action policies and human resource tools—developed in April 2018 with guidance from the State Corporations Advisory Committee and operationalized upon Board approval—to promote

ethnic diversity and address historical imbalances, including the Organization Structure, Human Resource Policies and Procedures Manual, Career Guidelines, Staff Establishment, Staffing Report, and Organizational Structure.

16)Independent Policing Oversight Authority (IPOA)

84. The Authority had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented, these include;
- a) Developing and implementing affirmative action measures to ensure proportionate representation of persons with disabilities, women, members of unrepresented and under-represented ethnic minorities and marginalized groups
 - b) Staff sensitization and training on diversity and inclusivity
 - c) Enforcement of zero tolerance policies on any form of harassment and/or discrimination
 - d) Open communication channel for employee to provide input or suggestions of areas of improvement
 - e) The Authority implemented the personal guide allowance to PwDs as provided by the Salaries Remuneration Commission (SRC)
 - f) Uphold, observe and protect the right of persons with disabilities, women and minorities by providing a healthy and safe working conditions
 - g) Continuous monitoring and evaluation to track progress and identify areas of improvement

17)Retirement Benefits Authority (RBA)

85. The Authority had put in place adequate measures to ensure the representation of various groups which include;
- a) During recruitment, the Authority interviews a minimum of three candidates per position.
 - b) In support of inclusivity and affirmative action, it also provides opportunities to qualified candidates beyond the top ten, including persons with disabilities and an additional candidate from marginalized communities.

18)Kenya Airports Authority (KAA)

86. The Authority had put in place adequate measures to ensure the representation of the various groups which include;
- a) KAA had established Gender and Disability Policies to promote a respectful, inclusive environment where diversity is valued and leveraged for organizational benefit.

- b) The Authority is registered on the National Council for Persons with Disabilities career portal to support PwDs in accessing relevant skills development and job opportunities.
- c) All job advertisements include an inclusivity statement, affirming that KAA is an Equal Opportunity Employer and encouraging applications from women, PwDs, and minority and marginalized groups.
- d) KAA prepares quarterly sex-disaggregated and ethnic diversity reports to monitor workforce representation, identify gaps, and evaluate the effectiveness of policies in promoting equality, including for vulnerable groups such as PwDs.

19)Kenya Wildlife Service (KWS)

87. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;

- a) Developed and implemented Gender and Disability Policies
- b) The Service collaborates with the National Gender and Equality Commission (NGEC) on matters of gender mainstreaming and National Council for Persons with Disabilities (NCPWD) in facilitating registration of employees with disability
- c) Constitution of Gender and Disability Mainstreaming Committee that advises management on implementation of gender and disability mainstreaming workplace policies in compliance with the law
- d) Establishment of Gender and Disability Mainstreaming office/desk
- e) Enhanced institutional capacity and knowledge to facilitate gender and disability mainstreaming in the Service
- f) Establishment of lactation facility to support breastfeeding mothers.

20)Unclaimed Financial Assets Authority (UFAA)

88. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;

- a) The Authority had incorporated diversity and inclusivity in its recruitment process to ensure the consideration of persons with disabilities (PwDs), women, and minorities during hiring
- b) Both the Gender Mainstreaming Committee and the Disability Mainstreaming Committee were active and implemented their respective policies.

21)Kenya Prisons Service (KPS)

89. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;

- a) The Service provides equal opportunities for women, youth, and Persons with Disabilities (PwDs) in promotions, deployments, training, and leadership roles, and prioritizes unemployed youth aged 18–30 during recruitment.
- b) Although women are offered opportunities to serve, their representation remains lower due to the predominantly male inmate population (95%), necessitating a higher number of male officers.
- c) The Service is committed to disability mainstreaming by ensuring equal opportunities for PwDs in training, deployment, and appointments, and by engaging in partnerships that support their inclusion and empowerment.

22) Kenya Plant Health Inspectorate Service (KEPHIS)

90. The Service had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;

- a) All job advertisements include a clause specifically encouraging Persons with Disabilities (PwDs) to apply.
- b) Preference is given to qualified candidates from minority groups, women, and Persons with Disabilities (PwDs) during recruitment, provided they meet the required pass mark.
- c) Job advertisements are shared through an account created by KEPHIS on Fuzu.com, a job portal run by National Council of People Living with Disabilities (NCPWD) to ensure accessibility and targeted outreach to PwDs.
- d) The organization provides internship and industrial attachment opportunities specifically to Persons with Disabilities (PwDs), women, and individuals from minority groups.

23) Kenya Leather Development Council (KLDC)

91. The Council had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;

- a) The organization had implemented several policies and interventions to promote inclusivity and equal opportunity. These include the Gender Mainstreaming Policy, Disability Mainstreaming Policy, the Human Resource Policies and Procedures Manual (2023), Career Guidelines, and the Succession Planning and Management Policy.
- b) To ensure the effective and timely implementation of these policy-driven interventions, the Council had established standing committees responsible for oversight and execution. These include the Gender Mainstreaming Committee, the Disability Mainstreaming Committee, and the Human Resource Advisory Committee.

24) Pharmacy and Poisons Board (PPB)

92. The Board had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) The Board has developed and implemented a Human Resources Policies and Procedures Manual to guide staff management and organizational practices.
 - b) The Board adopts inclusive recruitment policies, prioritizing the employment of individuals from minority groups, women, and Persons with Disabilities (PwDs).
 - c) A Gender and Disability Mainstreaming Committee had been established to advise management on integrating gender and disability considerations across organizational processes, including recruitment.
 - d) The Board conducts continuous staff sensitization on gender mainstreaming and had implemented measures to enhance workplace accessibility for PwDs, including infrastructure modifications and website improvements for ease of use.

25) Kenya School of Government (KSG)

93. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) That in its job advertisements, the Kenya School of Government (KSG) states that it is an equal opportunity employer committed to promoting workplace and gender equality.
 - b) Further, the institution actively encourages minorities, women, and Persons with Disabilities (PwDs) to apply.

26) Betting Control and Licensing Board (BCLB)

94. The Board does not conduct its own recruitment and relies on the parent Ministry for staffing.

27) Kenya Tea Development Agency Holding Limited (KTDA)

95. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) Human Resource Policy Framework which is guided by the 2017 HR policies and procedures manual, aligned with the Constitution of Kenya 2010 and the Employment Act.
 - b) The Board had established subcommittees on staff remuneration, appointments, audit, and human resource development to guide recruitment and ensure fair employment practices as well as making efforts to include women in the composition of the Board of Directors through nominations.

- c) In collaboration with the KTDA Foundation and the IFC Gender and Economic Inclusion Group, the Board had initiated discussions to formulate policies on gender equality and social inclusion. Additionally, the Board meets quarterly to review performance, staff recruitment, and appointments

28) Kenya Medical Training College (KMTC)

96. That the College participates annually in reporting to the Public Service Commission on the evaluation of its compliance with the values and principles outlined in Articles 10 and 232 of the Constitution of Kenya, 2010.

29) Kenya Industrial Estates (KIE)

97. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) That on PWDs, the organization had established measures to promote accessibility and mobility, fair compensation and taxation, appropriate duty and responsibility allocation, retirement considerations, policies against discrimination, staff sensitization, appointment of a disability mainstreaming champion, maintenance of disability records, and recruitment of persons with disabilities.
 - b) On gender balance, the organization has implemented measures such as gender responsiveness, non-discrimination, policies against sexual harassment, abuse, and exploitation, as well as flexible working hours and leave provisions for staff.

30) Public Benefit Organizations Regulatory Authority (PBORA)

98. The Authority had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Authority as follow;
- a) The Authority had in place a Disability Mainstreaming Policy coupled with a Disability Mainstreaming Committee which ensures the integration of Persons with Disabilities (PWDs).
 - b) The Authority strives to maintain a 50:50 gender balance as evidenced in the gender composition of employees and to address gender-related issues, in alignment with the institutional Gender Mainstreaming and Gender-Based Violence Policies.
 - c) The Authority incorporates minority groups from various parts of the country in its staff composition.
 - d) The Authority implements Affirmative Action through giving preference to the Youth, Women and PWDs in procurement.

- e) The Authority extends flexible working hours to lactating mothers, Muslim employees during Ramadhan period.

31)Bomas of Kenya LTD

99. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) That Bomas of Kenya adheres to a strict equal opportunity employment policy outlined in the Human Resource Policies and Regulations Manual, which was last reviewed in 2016.
 - b) In 2023, the management reviewed the Human Resource Policy Manual and incorporated policies and mechanisms to ensure that persons with disabilities, women, and minorities were adequately represented. The draft document was awaiting approval from the Board and the Public Service Commission.
 - c) The Corporation also has a Disability Mainstreaming Policy that guides programs and activities aimed at promoting the inclusion and participation of persons with disabilities.

East African Portland Cement PLC (EAPCC)

100. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the organization;
- a) The company promotes women's representation through affirmative action, targeted recruitment, mentorship, and leadership development initiatives to support equitable career progression and inclusive leadership.
 - b) To support Persons with Disabilities (PwDs), the company had implemented inclusive measures such as screen-reading technology, physical accessibility enhancements, tax incentives, extended retirement age, a dedicated recruitment portal, and Braille-translated service charters.
 - c) The company is committed to enhancing minority representation by implementing affirmative action policies and prioritizing recruitment and career advancement opportunities for individuals from minority groups.

Youth Enterprise Development Fund Board (YEDFB)

101. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Board as follow;
- a) The Fund complies with the Employment Act, 2007, the Constitution of Kenya, and other relevant laws prohibiting discrimination based on disability, gender,

ethnicity, religion, and minority status, ensuring recruitment and hiring practices align with these legal provisions.

- b) The Fund applies inclusive recruitment strategies, had implemented a Human Resource Policy and Procedures Manual, and promotes inclusivity through staff training, Braille materials, sign language support, and the submission of annual inclusivity reports.

National Drought Management Authority (NDMA)

102. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Authority as follow:

- a) The Authority has established a standing Disability Mainstreaming Committee to oversee the implementation of Government affirmative action for PwDs and adopted a Disability Mainstreaming Policy to promote and protect the rights, dignity, and equal participation of persons with disabilities in the workplace.
- b) To enhance accessibility, the Authority has translated its Service Charter into Braille, audio, and sign language formats and ensures that workspaces are safe and accessible for Persons with Disabilities (PwDs).

Kenya National Bureau of Statistics (KNBS)

103. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Bureau as follow;

- a) That KNBS advances gender equality by implementing mainstreaming policy, analyzing disaggregated data for planning and affirmative action, and developing leadership programs preparing women for leadership roles.
- b) On ethnic diversity KNBS advances ethnic diversity by ensuring proportional representation, affirmative action for marginalized groups, inclusive job advertising, and promoting workplace diversity through awareness and sensitization on national cohesion and values.
- c) The Bureau is progressively working toward achieving the five percent PwD representation threshold by advertising vacancies through NCPWD, ensuring fair shortlisting, and providing reasonable accommodation, assistive devices, medical cover, and staff sensitization to foster an inclusive and disability-friendly workplace.
- d) To promote youth diversity, the Bureau implements mentorship and training programs, applies fair recruitment and succession planning, and supports age and skills diversity to ensure equitable opportunities, career progression, and retention of young employees.

Policyholders Compensation Fund (PCF)

104. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Fund as follow;

- a) The Board of Trustees had established non-discriminatory Human Resource Policy instruments to guide recruitment and appointments, with vacancies advertised through MyGov, the Fund's website, and FUZU, and all adverts including affirmative action statements encouraging women, youth, and Persons with Disabilities (PwDs) to apply.
- b) To support youth empowerment, the Fund has implemented a Young Professionals, Internship, and Attachment Policy that provides recent graduates and students with practical work experience and skills development.
- c) The Fund has made its premises PwD-friendly by installing ramps, talking lifts, modified washrooms, reserved parking, a Braille and sign-language service charter, and maintaining an interactive website, alongside offering staff basic sign-language training, and conducting a usability and accessibility audit in 2022 to address gaps.

National Oil Corporation of Kenya LTD (NOCK)

105. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the corporation as follow;

- a) The Human Resource Policies and Procedures Manual ensure equal opportunity and non-discrimination in recruitment, prohibiting bias based on gender, disability, race, ethnicity, or other identities, and promoting fairness in hiring, promotion, and compensation.
- b) The Bureau had developed a Gender Mainstreaming Policy and established a dedicated Gender Mainstreaming Committee to address and manage gender-related matters.
- c) A Disability Policy had also been developed, supported by a Disability Mainstreaming Committee that coordinates disability-related activities, ensures implementation, and conducts regular compliance audits.

Rural Electrification and Renewable Energy Corporation (REREC)

106. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the corporation as follow;

- a) The Corporation had upgraded its website to meet Web Content Accessibility Guidelines (WCAG) for persons with disabilities and provides adaptive technologies, such as large-screen monitors, to support staff well-being and accessibility.
- b) Staff are posted to regional offices located in major towns to enhance inclusivity and service accessibility.
- c) During recruitment, the Corporation encourages applications from specific genders by including affirmative messages in advertisements. Similarly, persons from marginalized communities are encouraged to apply, with this provision clearly outlined in the vacancy notices.
- d) Advertisements are placed on the Corporation's official website and pinned across all regional office websites to ensure wide reach and inclusivity.

National Environment Management Authority (NEMA)

107. The management had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Authority as follow;

- a) The Authority has a Non-Discrimination Policy that promotes equality of opportunity in employment.
- b) Vacant positions are advertised through the *MyGov* newspaper, which is circulated nationally, as well as through the Authority's social media platforms and official website. The advertisements remained open for twenty-one (21) days to give every interested candidate across the country adequate time to apply.
- c) Each advert includes a clause encouraging women, persons with disabilities, and minorities to apply. During recruitment, candidates are considered not only on the basis of merit but also with regard to gender, disability, and regional balance.
- d) In addition, the Authority undertakes targeted recruitment by advertising vacancies in specific counties, such as Wajir and Mandera, to attract applicants from local communities.

Local Authorities Provident Fund (LAPFUND)

108. The Fund had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Authority as follow;

- a) LAPFUND advertises job opportunities openly, including via platforms like FUZU to reach persons with disabilities, considers applicants from diverse ethnic groups, and prioritizes local recruitment to enhance regional diversity, while providing a supportive working environment with necessary tools and equipment.

- b) The Fund implements Career Guidelines and a Training Policy (Sec. 9 of the HR Policies and Procedures Manual) supported by budgetary allocations and an annual training calendar to ensure continuous staff development.
- c) Gender mainstreaming is promoted through a dedicated staff committee, training and sensitization programs, enforcement of gender and GBV policies, and support for female staff via a lactation room and flexible working hours for nursing mothers.

Teachers Service Commission (TSC)

109. The Commission had put in place the following mechanisms to ensure that persons with disabilities, women and minorities are adequately represented in the Authority as follow;

- a) The Commission conducts decentralized interviews at the sub-county level and ensures equitable vacancy distribution, prioritizing teachers' placement in their home counties to enhance accessibility, regional representation, and staff retention.
- b) Standardized selection criteria and inclusive advertisement practices ensure fairness and transparency, with recruitment and promotions considering gender balance, marginalized groups, and tailored assessments for persons with disabilities competing for reserved positions.
- c) Application opportunities remain open to all age groups without discrimination. Furthermore, progressive promotion policies have been adopted to support teachers from Arid and Semi-arid Lands (ASALs) and hard-to-staff areas, enabling those serving in administrative roles with lower grades to progress to levels commensurate with their responsibilities.

Public Service Commission (PSC)

110. The Commission had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) The Commission develops and audits three-year affirmative action programmes across all six job levels in public institutions and periodically assesses diversity representation, including in senior management and policy positions.
- b) To promote inclusivity, the Commission ensures that all persons with disabilities who meet the minimum requirements are shortlisted for vacant positions, with a target of achieving at least 5% PwD representation. Information on vacancies is widely disseminated, including through the National Council for Persons with Disabilities, to ensure accessibility for all applicants.

- c) Affirmative action is also applied to facilitate youth employment in new entry positions. In line with gender equity, the Commission ensures that no more than two-thirds of recommended candidates belong to the same gender during shortlisting and appointments.
- d) Additionally, internship policies are implemented to provide youth, including persons with disabilities, with workplace experience and exposure to employment opportunities. The Commission continues to promote itself as an Equal Opportunity Employer, encouraging women, youth, PWDs, marginalized groups, and minorities to apply for public service vacancies.

New Kenya Planters Co-Operative Union

111. The Union had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:
- a) An Inclusive Recruitment Policy (2022), which prioritizes qualified candidates from marginalized groups.
 - b) A voluntary internal quota system, setting a minimum target of 30% representation for women, youth, and persons with disabilities in recruitment and promotions.
 - c) A disability-friendly work environment that includes ramps, reserved parking, and assistive devices.
 - d) Equal Opportunity Guidelines embedded in the NKPCU HRPP Manual (2022 Edition), prohibiting discrimination on any basis.

Tanathi Water Works Development Agency (TWWDA)

112. The Agency had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:
- a) The agency advertises all vacant positions through the *My Gov* newspaper and its website, noting its commitment as an Equal Opportunity Employer to diversity, equity, and inclusion.
 - b) Once employed, all staff receive equal treatment regarding training and promotions.

Ewaso Ng'iro North River Basin Development Authority (ENNDA)

113. The Authority had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) All job advertisements include a statement affirming the Authority's commitment to fair competition and merit under Constitution Chapter 232(1), encouraging applications from persons with disabilities, marginalized groups, and minorities.
- b) Persons with Disabilities (PwDs), women, and minorities are considered in recruitment, promotions, training, and other opportunities.
- c) The Authority conducts baseline surveys to determine PwD representation in the workforce and submits annual reports to the Public Service Commission on compliance with diversity and inclusion standards.

Communication Authority of Kenya (CAK)

114. The Authority had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) Job advertisements and recruitment processes explicitly encourage applications from women, Persons with Disabilities (PwDs), and minority groups, with vacancies widely publicized through newspapers, social media, the Authority's website, and *MyGov*.
- b) The Authority works closely with the National Council for Persons with Disabilities (NCPWD) to support inclusive recruitment and ensure compliance with disability inclusion requirements.
- c) Affirmative action measures have been incorporated into the revised Human Resource policies and organizational structure for FY 2024/2025.
- d) The Authority adheres to all relevant constitutional and legal provisions related to equality, non-discrimination, and inclusivity in employment.
- e) Staff representation levels are regularly monitored and reported to evaluate progress, identify gaps, and guide future diversity and inclusion interventions.

Coast Water Works Development Agency (CWWDA)

115. The Agency had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) Collaboration and Implementation of Public Service Commission (PSC) Affirmative Action Programmes.
- b) The Agency conducts workforce analysis to inform succession planning, equitable staff deployment, and future recruitment priorities.
- c) It has developed Diversity, Equity, and Inclusion (DEI) policies, which are at an advanced stage, aimed at institutionalizing inclusivity within its operational culture.

- d) The Agency implements capacity building and internal career advancement initiatives, particularly for female employees, to support further studies, professional training, and development, enabling them to qualify for senior and middle-level management vacancies.
- e) The work environment has been improved to accommodate Persons with Disabilities (PwDs), including both staff and external stakeholders.
- f) The Agency collaborates with key stakeholders, including NGEC, NCPWD, and PSC, to ensure that its policies and practices align with national diversity objectives.

Ewaso Ngiro South Development Authority (ENSDA)

116. The Authority had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include, strengthening institutional capacity and sustain compliance with the Values and Principles of Public Service, the Authority developed and revised key Human Resource instruments and tools, including the Human Resource Policies and Procedures Manual, the Organizational Structure, Grading and Staff Establishment, and Career Progression Guidelines. These instruments were approved by the Public Service Commission on 15th December 2023, and are expected to address existing gaps and enhance fairness, transparency, and inclusivity in human resource management and development

Northern Water Works Development Agency (NWWDA)

117. The Agency had implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) Inclusion of persons with disabilities, the Agency had designated parking spaces and ramps for PwDs and ensured its website is accessible. It had also established a Disability Mainstreaming Committee (DMC) comprising five officers to promote disability inclusion in line with national legal and policy frameworks. In addition, one staff member had been trained in Kenyan Sign Language (KSL) at the Kenya Institute of Special Education (KISE) to facilitate effective communication with employees, clients, and visitors with hearing impairments.
- b) On gender inclusion, the Agency applies affirmative action in recruitment and selection processes and explicitly encourages qualified women to apply, especially for technical and leadership positions. The Human Resource Policy provides for fair promotion and career progression, enabling female employees to advance to management and technical leadership roles. The Agency also promotes women's participation in governance and decision-making, capacity

building, professional development, and gender-responsive procurement and economic empowerment.

- c) Regarding ethnic and regional diversity, the Agency gives special consideration to candidates from minority ethnic groups and marginalized regions, provided they meet the minimum qualifications. It also monitors regional balance and diversity in appointments to ensure equitable representation across Kenya's counties and communities, in line with the Public Service Commission (PSC) Diversity Policy (2021).

Lake Victoria North Water Works Development Agency (LVNWWDA)

118. The Agency has implemented various mechanisms to ensure adequate representation of persons with disabilities, women, and minority groups within its workforce. These include the following:

- a) The Agency developed and approved a Disability Mainstreaming Policy in collaboration with the National Council for Persons with Disabilities (NCPWD).
- b) It also established a Disability Mainstreaming Committee (DMC), which was trained by NCPWD. The Committee's mandate is to ensure that persons with disabilities are adequately represented at all levels of the organization.
- c) The Agency reviewed its human resource instruments, including the organizational structure, staff establishment, career guidelines, and the Human Resource Policy and Procedures Manual. Key amendments focused on expanding the staff establishment to promote equal opportunities for Persons with Disabilities (PwDs), women, and minority groups.
- d) To enhance inclusivity, the Agency uploads job advertisements on the NCPWD portal and ensures its website conforms to accessibility standards. It has also improved the work environment to accommodate PwDs and promotes accessible information and communication across the institution.
- e) On gender inclusion, the Agency established a Gender Mainstreaming Committee. It conducts sensitization sessions for the Board of Directors and management on gender mainstreaming and reviewed its Gender Mainstreaming Policy.
- f) The Agency also promotes women's participation in leadership roles and had undertaken a gender gap analysis to identify and address inequalities.
- g) In addition, the Agency provides internship and attachment opportunities and applies affirmative action in recruitment. It ensures equal opportunities for training, professional development, and participation in all agency activities.

3.4 Thematic Area 3: Any audit or assessments undertaken in the last three (3) years to ascertain the level of inclusivity in the recruitment process

1. National Construction Authority (NCA)

119. The Authority informed the Committee that the audits undertaken in the last three (3) years were as follows;

- a) It was audited by the Public Service Commission (PSC) through a letter referenced PSC/218/110/XII/VOL. III/53, dated 7th June 2024, which was addressed to various public institutions, including the Authority.
- b) In response to the audit, the Authority acknowledged several challenges in its efforts to promote diversity. These included a low number of qualified persons with disabilities applying for advertised positions and limited applications from minority communities.
- c) As a mitigating measure, the Authority approved the establishment of a 49% in-post capacity to allow flexibility in staffing and create space to address diversity gaps, as outlined in its Affirmative Action Plan (2023–2026).

2. National Housing Corporation (NHC)

120. The Corporation had undergone audits and assessments by various oversight bodies to evaluate its compliance with diversity and inclusion. These included audits by the Public Service Commission (PSC) through the Values and Principles Compliance Report, assessments by the National Assembly Committee on National Cohesion and Equal Opportunities, regular reporting to the National Cohesion and Integration Commission (NCIC), and the submission of quarterly reports to the Board of Directors.

3. Kenya Nuclear Regulatory Authority (KNRA)

121. The Authority submitted that it was subjected to audit by the Office of the Auditor General on annual/periodic basis as guided by the provisions of the Public Audit Act No.34 of 2015 and as provided by Article 226 on Accounts and Audit of Public entities as per the Constitution of Kenya 2010.

4. Uwezo Fund Oversight Board

122. The Fund is subject to annual audits conducted by the Public Service Commission to assess compliance with the values and principles outlined in Articles 10 and 232 of the Constitution of Kenya, 2010. Additionally, the Board actively participated in the annual survey process.

5. National Cereals and Produce Board (NCPB)

123. The Board informed the Committee that the audits undertaken in the last three (3) years were as follows;

- a) That the 2022/2023 Audit Report by the Office of the Auditor General highlighted concerns over skewed ethnic representation within the organization, largely due to historical recruitment of clerical and lower cadre staff from local communities around operational stations, predominantly in the North and South Rift regions with homogenous ethnic profiles.
- b) In response, the National Cereals and Produce Board (NCPB) reported that it was in the process of developing a comprehensive Human Resource Strategy focused on addressing Human Resource challenges and promoting diversity and inclusivity in staff composition, considering ethnicity, age, gender, and the inclusion of persons with disabilities.

6. Nyayo Tea Zones Development Corporation (NYZDC)

124. That the corporation management regularly monitored the diversity composition of its staff through Quarterly Board Papers submitted to the Board by the Management, along with annual reports submitted to the Public Service Commission.

7. National Syndemic Diseases Control Council (NSDCC)

125. The Council informed the Committee that the audits undertaken in the last three (3) years included;

- a) An audit by the Kenya National Audit Office (KENAO) and the Public Service Commission.
- b) Over the years, the NSDCC had completed the diversity indicator as part of the Government of Kenya Performance Contract.

8. Privatization Commission

126. The Authority reported that it was audited by the Public Service Commission (PSC) under the FY2023/2024 Values and Principles compliance evaluation in the Public Service.

9. Central Bank of Kenya (CBK)

127. The Bank reported that it was audited by its Human Resources Department, the Office of the Auditor General, and the Presidential Report on National Values and Principles.

10. Public Procurement Regulatory Authority (PPRA)

128. The Authority submitted that it was audited by the Public Service Commission (PSC) for compliance with values and principles.

11. Capital Markets Authority (CMA)

129. The Authority submitted that it was audited by Public Service Commission (PSC) on compliance with values and Principles.

12. Kenya Industrial Estate (KIE)

130. The Authority reported that it participated in the recent Ethnic and Diversity Audit of parastatals conducted by the National Cohesion and Integration Commission (NCIC).

13. Kenya Animal Genetic Resources Centre (KAGRC)

131. The KAGRC informed the Committee that the audits undertaken in the last three (3) years included the Office of the Auditor General's review of staff ethnic composition for FY 2021/2022, which found dominance by two ethnic communities and identified management breaches of the law.

14. Independent Policing Oversight Authority (IPOA)

132. The Authority informed the Committee that the audits undertaken in the last three (3) years included;
- a) Annual assessments on compliance with the values and principles of governance, with reports submitted to the Public Service Commission (PSC) and recommendations implemented accordingly.
 - b) Internal assessments generating reports that are shared with the Directorate of Cohesion and National Values.

15. Kenya Airports Authority (KAA)

133. The Authority submitted that it was audited by the Public Service Commission (PSC) through a letter referenced PSC/CQA/VPRIN/VOL. VIII (117), dated 17th February 2025, addressed to various public institutions, including the Authority.

16. Kenya Wildlife Service (KWS)

134. The Service had been audited by the Public Service Commission three (3) times since 2020 and the findings were published in the Commission's Annual Reports on the status of compliance with the values and principles set out in Article 10 and 232 of the Constitution for the Financial Years 2020/2021, 2021/2022 and 2022/2023.

17. Kenya Plant Health Inspectorate Service (KEPHIS)

135. KEPHIS reported that it had not conducted any audits or assessments in the past three years to determine the level of inclusivity in its staff contingent and recruitment process.

18. Public Benefit Organizations Regulatory Authority

136. From an internal audit perspective, previous external audit reports did not raise any human resource compliance issues; however, internal audits highlighted and reported significant concerns regarding staff establishment.

19. Pharmacy And Poisons Board (PPB)

137. The Board informed the Committee that the audits undertaken in the last three (3) years included;
- a) Annual internal inclusivity audits reviewing recruitment practices and workforce composition to ensure compliance with Public Service Commission diversity and inclusion policies.
 - b) Annual PPB reports submitted to the Directorate of National Values and the Public Service Commission, demonstrating compliance with public service values and principles, including inclusivity.
 - c) Independent external reviews by the Office of the Auditor General providing objective assessments of inclusivity efforts, noting that no ethnic and diversity audit had been conducted by the National Cohesion and Integration Commission (NCIC).

20. Kenya Ports Authority (KPA)

138. The Authority informed the Committee that the audits undertaken in the last three (3) years included;
- a) An external audit by the Office of the Auditor General covering FY 2023/2024, during which the Authority responded to all queries, including those related to recruitment practices.

- b) An ethnicity and diversity audit conducted by the National Cohesion and Integration Commission (NCIC) in September, 2024.

21. Unclaimed Financial Assets Authority (UFAA)

139. The Authority had participated in the Public Service Commission (PSC)'s evaluation of public institutions' compliance with the values and principles enshrined in Articles 10 and 232 of the Constitution.

22. Kenya Leather Development Council (KLDC)

140. The Council informed the Committee that the audits undertaken in the last three (3) years included:
- a) Continuous internal and external audits to ensure compliance with applicable laws, regulations, government directives, and institutional policies, covering all Council's functions, including human resources.
 - b) Annual external audits by the Auditor General, complemented by ongoing internal audits providing independent and objective assurance and advisory services to enhance operational efficiency.

23. Kenya Industrial Estates (KIE)

141. The institution participated in the Ethnic and Diversity Audit for Parastatals conducted by the National Cohesion and Integration Commission (NCIC), submitted its report in April 2024, and is awaiting the audit results.

24. Bomas of Kenya LTD

142. Over the past three years, Bomas of Kenya had conducted several audits and assessments to evaluate the level of inclusivity in its recruitment processes. The audits covered permanent, pensionable, and short-term contract staff, ensuring that the principles of equal opportunity, diversity, and inclusivity were upheld across all levels of employment.

25. East African Portland Cement PLC

143. Inclusivity Audit had been scheduled for the Fourth Quarter of the Financial Year 2024/2025 to comprehensively evaluate the organization's efforts in fostering an inclusive workplace.

26. National Drought Management Authority

144. The Authority is regularly audited by the Office of the Auditor-General and the Public Service Commission to ensure compliance with the Values and Principles of Public Service under Articles 10 and 232 of the Constitution of Kenya. Notably, in FY 2020/2021, FY 2021/2022, and FY 2022/2023, no audit findings were raised relating to inclusivity in its recruitment process.

27. Kenya National Bureau of Statistics

145. The Bureau informed the Committee that the audits undertaken in the last three (3) years included;
- a) Accessibility Audits conducted by the National Council for Persons with Disabilities (NCPWD) to assess and improve the working environment for persons with disabilities.
 - b) Annual Gender Mainstreaming Reports submitted to the State Department for Gender and Affirmative Action and the National Gender and Equality Commission (NGEC).
 - c) Compliance evaluations by the Public Service Commission (PSC) and submission of reports on national values and principles to the Directorate of National Cohesion and Values.

28. National Oil Corporation of Kenya LTD

146. In FY 2023/24, as part of its evaluation of Values and Principles, the Public Service Commission (PSC) conducted a Diversity Audit assessing representation by gender, Persons with Disabilities (PwDs), and ethnicity, and subsequently developed a three-year affirmative action projection.

29. Rural Electrification and Renewable Energy Corporation

147. No audits were conducted; however, the Corporation reported that measures were being implemented to improve the recruitment process.

30. Local Authorities Provident Fund (LAPFUND)

148. In 2023, an assessment on the Fund was carried out by the National Assembly's Committee on National Cohesion and Equal Opportunity.

31. Public Benefit Organizations Regulatory Authority (PBORA)

149. The Authority submitted the following information to the Committee regarding audits and assessments conducted over the past three years:

- a) Its recruitment process is guided by the Authority's Human Resource Manual and the Public Service Commission (PSC), Human Resource Policy, with no non-compliance issues raised by the Office of the Auditor-General regarding recruitment.
- b) It actively participates in periodic public service ethnic diversity audits conducted by the National Cohesion and Integration Commission (NCIC).

32. New Kenya Planters Co-Operative Union (NKPCU)

150. The Union submitted that internal Human Resource Audit was conducted in 2025 and it recommended measures to enhance regional balance in senior management positions.

33. Tanathi Water Works Development Agency (TWWDA)

151. The agency reported that it had not been audited in the past three years.

34. Ewaso Ng'iro North River Basin Development Authority (ENNDA)

152. The Authority submitted that the Authority undertook an evaluation and Compliance with the Values and Principles of Public Service in the Financial Year 2023/2024 and an Evaluation Report was produced by the Public Service Commission. The report indicated that the Authority complied with gender and Persons with Disabilities requirements but did not meet ethnic diversity requirements.

35. Communication Authority of Kenya (CAK)

153. The Authority submitted the following information to the Committee regarding audits and assessments conducted over the past three years:

- a) The Authority conducts internal and external assessments to evaluate inclusivity in its recruitment processes, ensuring hiring practices are fair, transparent, and aligned with national diversity and inclusion standards.
- b) The Authority is regularly audited by the Office of the Auditor-General, with no adverse findings reported regarding inclusivity in its recruitment practices.

36. Coast Water Works Development Agency (CWWDA)

154. The Agency was audited by the Public Service Commission (PSC) through a comprehensive assessment of its workforce diversity and inclusion status. The

assessment was conducted in line with the values and principles of public service outlined in Article 232 of the Constitution and the Public Service (Values and Principles) Act, 2015.

37. Ewaso Ngiro South Development Authority (ENSDA)

155. The Authority was audited by the Public Service Commission (PSC) under the Values and Principles Compliance Evaluation Report for FY 2023/2024, which noted that the ethnic diversity requirements had not been fully achieved.

38. Northern Water Works Development Agency (NWWDA)

156. The Agency was assessed by the Committee on National Cohesion and Equal Opportunity of the National Assembly on 27th June, 2023 regarding employment diversity.

39. Lake Victoria North Water Works Development Agency (LVNWWDA)

157. The Agency submitted the following information to the Committee regarding audits and assessments conducted over the past three years:
- a) The Office of the Auditor General (OAG) conducts annual corporate audits to assess compliance with recruitment practices and relevant regulations.
 - b) The Parliamentary Committee on National Cohesion and Equal Opportunity undertakes continuous monitoring to ensure adherence to constitutional requirements on gender balance, inclusion of persons with disabilities, and representation of ethnic minorities in the Agency's recruitments.
 - c) An annual evaluation by the Public Service Commission (PSC) is also conducted to determine compliance with Articles 10 and 232 of the Constitution. This evaluation assesses gender, disability, ethnicity, and minority representation in the Agency.
 - d) The Agency had undertaken a comprehensive policy and procedures review, updating its human resource instruments, including the organization structure, staff establishment, career guidelines, and HR policy and procedures manual to enhance inclusivity.
 - e) Further, the Internal Audit Department regularly reviews compliance with recruitment policies and procedures to strengthen gender, PWD, and minority representation.
 - f) Additionally, the National Council for Persons with Disabilities (NCPWD) conducted an Accessibility Audit in October, 2023 to assess the Agency's level of compliance with disability inclusion standards over a three-year period.

3.5 Thematic Area 4: The status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act Cap 412c.

1. National Construction Authority (NCA)

158. The Authority apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the Financial Year 2023/2024 as follows:

- a) Kshs 788,090,000 was awarded.
- b) Kshs 205,536,746, representing 26.1% of the procurement budget, was awarded to special groups under the AGPO programme. It was distributed as follows:
 - Kshs 25,542,107 awarded to Persons with Disabilities (PwDs)
 - Kshs 149,756,460 awarded to women
 - Kshs 30,238,179 awarded to youth

2. National Housing Corporation (NHC)

159. The Corporation apprised the Committee on the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the Financial Year 2024/2025 as follows:

- a) During the six-month reporting period, the Corporation reported that the total available funds for procurement amounted to Kshs. 757,807,000.
 - i. Kshs. 216,543,173.15 was awarded under the Access to Government Procurement Opportunities (AGPO) programme, representing 28.57% of the total procurement funds.
 - ii. 2% of the procurement opportunities under AGPO were specifically reserved for Persons with Disabilities (PwDs).
- b) It is important to note that the overall budget allocations for procurement for these three financial years were not disclosed.

3. Kenya Ports Authority

160. The Authority apprised the Committee on the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, as follows:

- a) Financial Year 2022/2023
 - i. Kshs. 2,149,739,005 was awarded representing 27.44% of the total procurement budget—was awarded under the Access to Government Procurement Opportunities (AGPO) programme. The distribution was as follows:
 - Kshs. 1,059,039,943.42 was awarded to youth

- Kshs. 1,004,908,569.24 was awarded to women
 - Kshs. 85,790,492.36 was awarded to Persons with Disabilities (PwDs)
- b) Financial Year 2023/2024
- i. Kshs 5,536,192,545.21 was award to AGPO representing 29.83% of the total procurement budget.
 - ii. The allocation was distributed as follows:
 - Kshs. 2,468,009,130.99 was awarded to youth
 - Kshs. 2,466,794,417.93 was awarded to women
 - Kshs. 601,388,996.29 was awarded to Persons with Disabilities (PwDs)
- c) Financial Year 2024/2025
- i. Kshs 1,075,870,480.14 (17.61% of the total procurement budget) was allocated to AGPO.
 - ii. The distribution was as follows:
 - Kshs. 626,710,193.96 was awarded to youth
 - Kshs. 376,690,511.23 was awarded to women
 - Kshs. 72,469,774.95 was awarded to PwDs

4. Privatization Commission

161. The Commission apprised the Committee on the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, as follows:

- a) Financial Year 2023/2024:
- i. Total procurement budget: Kshs. 49,295,427
 - ii. Amount allocated to AGPO: Kshs. 14,788,628.10

Note: Data on actual amounts spent under AGPO was not provided.

- b) Financial Year 2024/2025:
- i. Total procurement budget: Kshs. 21,504,161
 - ii. Amount allocated to AGPO: Kshs. 6,451,248

Note: Data on actual amounts spent under AGPO was not provided.

5. Central Bank of Kenya (CBK)

162. The Central Bank of Kenya apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the most recent financial years as follows:

- a) Financial Year 2023/2024:
- i. Total procurement budget: Kshs. 16,615,166,479
 - ii. Amount awarded to special groups (AGPO): Kshs. 1,743,626,392 (54%)
 - Persons with Disabilities (PwDs): Kshs. 326,130,786.32

- Women: Kshs. 1,139,536,045
- Youth: Kshs. 277,959,560.99

b) Financial Year 2024/2025:

- Total procurement budget: Kshs 21,069,887,292
- Amount awarded to special groups (AGPO): Kshs 1,192,212,510 (57%)
 - Persons with Disabilities (PwDs): Kshs. 222,527,532
 - Women: Kshs. 673,166,000
 - Youth: Kshs. 296,518,977.80

6. Capital Markets Authority (CMA)

163. The Authority apprised the Committee on the status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C, highlighting that out of the total budget of Kshs 66,434,024 for the financial year 2023/2024, a sum of Kshs 29,735,339 representing 44.76%, was awarded to special groups.

7. Independent Policing Oversight Authority (IPOA)

164. The Authority apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the recent financial years as follows:

a) Financial Year 2023/2024:

- Total Procurement Plan amount: Kshs. 276,695,848
- Procurable budget: Kshs. 93,290,048
- Amount reserved for special group: Kshs. 27,987,014
- Actual contract sum awarded to special group: Kshs. 29,778,379 (31.92% of procurable budget)

b) Financial Year 2024/2025:

- Total Procurement Plan amount: Kshs. 197,737,771
- Procurable budget: Kshs. 57,172,771
- Amount reserved for special group: Kshs. 17,151,831 (30% of procurable budget)

8. Retirement Benefits Authority (RBA)

165. The Authority apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the most recent financial years as follows:

a) Financial Year 2023/2024:

- Overall AGPO allocation: Kshs. 50,159,669
- AGPO target: Kshs. 43,859,237.72

- iii. Performance: 34.30%
- b) Financial Year 2024/2025:
 - i. Overall AGPO allocation: Kshs. 15,3039,797.20
 - ii. AGPO target: Kshs. 48,992,848.50
 - iii. Performance: 31.25%

9. Kenya Airports Authority (KAA)

166. The Authority apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Overall Total Actual Procurement Spend: Kshs. 2,550,635,000
 - ii. AGPO allocation for special groups: Kshs. 543,023,000
 - iii. Performance: 26%
- b) Financial Year 2023/2024:
 - i. Overall Total Actual Procurement Spend: Kshs. 5,550,240,000
 - ii. AGPO allocation for special groups: Kshs. 1,125,884,000
 - iii. Performance: 22%

10. Public Benefit Organizations Regulatory Authority (PBORA)

167. The Authority apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Total actual procurement budget: Kshs. 48,290,966
 - ii. AGPO allocation: Kshs. 7,031,352.40 (14.5% of total)
 - iii. Targeted AGPO amount: Kshs. 14,487,289.80. It was distributed as follows:
 - Youth: Kshs. 921,416.00
 - Women: Kshs. 4,456,858.40
 - Persons with Disabilities (PwDs): Kshs. 1,653,078.00
- b) Financial Year 2023/2024:
 - i. Total actual procurement budget: Kshs. 57,710,860.00
 - ii. AGPO allocation: Kshs. 7,241,801.00 (12.5% of total)
 - iii. Targeted AGPO amount: Kshs. 17,313,258.00. It was distributed as follows:
 - Youth: Kshs. 2,927,238.00
 - Women: Kshs. 2,998,668.00
 - PwDs: Kshs. 1,315,895.00
- c) Financial Year 2024/2025:
 - i. Total actual procurement budget: Kshs. 29,075,481.00
 - ii. AGPO allocation: Kshs. 4,213,136.00 (12.7% of total)
 - iii. Targeted AGPO amount: Kshs. 9,881,928.56. It was distributed as follows:

- Youth: Kshs. 479,284.00
- Women: Kshs. 3,568,552.00
- PwDs: Kshs. 165,300.00

11. Betting Control and Licensing Board (BCLB)

168. The Board apprised the Committee on its procurement practices in relation to Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, and noted the following:

The Board relies on the Ministry for procurement, specifically through the use of prequalified suppliers for common user goods and services.

Note: This reliance means that direct procurement data, including allocation to special groups under AGPO, is managed at the Ministry level and not reported separately by the Board.

12. Unclaimed Financial Assets Authority (UFAA)

169. The Authority apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the Financial Year 2023/2024 as follows:

- a) A total of Kshs 75,156,603.31, representing 27.98% of the procurement budget, was allocated under the Access to Government Procurement Opportunities (AGPO) programme. The distribution was as follows:
 - Kshs. 15,167,030.31 allocated to youth
 - Kshs. 57,329,601.00 allocated to women
 - Kshs. 2,659,972.00 allocated to Persons with Disabilities (PwDs)
- b) It is important to note that the overall budget allocation for procurement for the Financial Year 2023/2024 was not disclosed by the Authority.

13. Kenya Prisons Service (KPS)

170. The Kenya Prisons Service apprised the Committee on the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the Financial Year 2023/2024 as follows:

- i. The total allocation for the Access to Government Procurement Opportunities (AGPO) programme amounted to Kshs 423,756,042, representing 33.7% of the total procurement budget. The distribution was as follows:
 - Kshs. 162,456,381 allocated to youth
 - Kshs. 257,329,461 allocated to women
 - Kshs. 3,970,200 allocated to Persons with Disabilities (PwDs)

- ii. It is important to note that the overall budget allocation for procurement for the Financial Year 2023/2024 was not disclosed by the Authority.

14. Kenya National Bureau of Statistics (KNBS)

171. The Bureau apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

a) Financial Year 2022/2023:

- i. Total actual procurement budget: Kshs. 94,990,399.00
- ii. AGPO allocation: Kshs. 45,629,064.48 (48.04%), surpassing the target of Kshs. 28,497,119.70. It was distributed as follows:
 - PwD: Kshs. 1,233,046.48 (2.70%)
 - Women: Kshs. 33,478,198.00 (73.37%)
 - Youth: Kshs. 10,917,820.00 (23.93%)

b) Financial Year 2023/2024:

- i. Total actual procurement budget: Kshs. 242,181,034.40
- ii. AGPO allocation: Kshs. 94,540,559 (39.04%), surpassing the target of Kshs. 93,654,310.32. It was distributed as follows:
 - PwD: Kshs. 24,782,026 (26.21%)
 - Women: Kshs. 50,637,964 (53.56%)
 - Youth: Kshs. 19,120,569 (20.23%)

c) Financial Year 2024/2025:

- i. Total actual procurement budget: Kshs. 249,639,159.80
- ii. AGPO allocation: Kshs. 100,440,249 (40.23%), surpassing the target of Kshs. 74,891,747.94. It was distributed as follows:
 - PwD: Kshs. 27,776,696 (27.66%)
 - Women: Kshs. 55,890,153 (55.64%)
 - Youth: Kshs. 16,773,400 (16.70%)

15. Policy-holders Compensation Fund

172. The Fund apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

a) Financial Year 2022/2023:

- i. Actual procurement budget: Kshs. 72,776,452.40
- ii. AGPO allocation: Kshs. 29,741,947.00 (38%), surpassing the targeted AGPO amount of Kshs. 29,603,490.00

b) Financial Year 2023/2024:

- i. Actual procurement budget: Kshs. 195,874,215.00
- ii. AGPO allocation: Kshs. 47,916,566.00 (43%), exceeding the target of Kshs. 47,459,928.00

c) Financial Year 2024/2025:

- i. Procurement budget: Kshs. 124,097,600.30
- ii. AGPO allocation: Kshs. 52,354,001.40 (40%), exceeding the target of Kshs. 43,852,500.00

16. National Oil Corporation of Kenya LTD

173. The Corporation apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

a) Financial Year 2022/2023:

- i. Actual procurement budget: Kshs. 208,207,030.69
- ii. AGPO allocation: Kshs. 37,945,707.76 (8.33%), against a target allocation of Kshs. 316,093,944.

b) Financial Year 2023/2024:

- i. Actual procurement budget: Kshs. 303,506,313.89
- ii. AGPO allocation: Kshs. 22,692,976.69 (15.98%), compared to planned allocation of Kshs. 362,676,954

c) Financial Year 2024/2025:

- i. Actual procurement budget: Kshs. 351,295,969.17
- ii. AGPO allocation: Kshs. 10,923,533 (3%), against planned allocation of Kshs. 615,811,726

17. Rural Electrification and Renewable Energy Corporation (REREC)

174. The Corporation apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

a) Financial Year 2022/2023:

- i. Total development budget: Kshs. 2,466,319,746
- ii. AGPO procurement budget: Kshs. 768,699,718.04 (31.17%)

b) Financial Year 2023/2024:

- i. Total development budget: Kshs. 5,345,540,000
- ii. AGPO procurement budget: Kshs. 1,123,026,810.80 (21.0%)

c) Financial Year 2024/2025:

- i. Total development budget: Kshs. 11,046,683,710
- ii. AGPO procurement budget: Kshs. 2,770,041,648.19 (25.07%)

18. National Environment Management Authority (NEMA)

175. NEMA apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C, as follows:

a) Financial Year 2022/2023:

- i. Total actual procurement budget: Kshs. 452,210,000

- ii. AGPO allocation: Kshs/ 50,752,790 (11.23%), falling short of the 30% target (Kshs. 234,122,718). The distribution was as follows:
 - Women: Kshs. 22,080,558 (4.88%)
 - Youth: Kshs. 22,516,658 (4.98%)
 - Persons with Disabilities (PwDs): Kshs. 6,155,575 (1.36%)
- b) Financial Year 2023/2024:
 - i. Total actual procurement budget: Kshs. 480,760,000
 - ii. AGPO allocation: Kshs. 49,071,122 (10.20%), falling short of the 30% target (Kshs. 252,796,171)
 - Women: Kshs. 31,000,597 (6.45%)
 - Youth: Kshs. 15,345,300 (3.19%)
 - PwDs: Kshs. 2,725,225 (0.57%)
- c) Financial Year 2024/2025:
 - i. Total actual procurement budget: Kshs. 676,150,000
 - ii. AGPO allocation: Kshs. 60,782,935 (8.99%), falling short of the 30% target (Kshs. 309,705,653)
 - Women: Kshs. 29,988,546.10 (4.44%)
 - Youth: Kshs. 25,853,640 (3.83%)
 - PwDs: Kshs. 3,319,440 (0.49%)

19. Local Authorities Provident Fund (LAPFUND)

176. The Fund apprised the Committee on its status of compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Total development budget: Kshs. 101,277,332.25
 - ii. AGPO procurement: Kshs. 51,592,824.25 (50.94%)
- b) Financial Year 2023/2024:
 - i. Total development budget: Kshs. 106,194,594.65
 - ii. AGPO procurement: Kshs. 31,396,310.04 (30%)
- c) Financial Year 2024/2025:
 - i. Total development budget: Kshs. 106,194,594.65
 - ii. AGPO procurement: Kshs. 16,448,137.66 (47%)

20. Public Benefit Organizations Regulatory Authority (PBORA)

177. The Authority apprised the Committee on its compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Total actual procurement budget: Kshs. 48,290,966.00

- ii. AGPO allocation: Kshs. 7,031,352.40 (14.5%), against a target of Kshs. 14,487,289.90
 - Persons with Disabilities (PwD): Kshs. 1,653,078.00
 - Women: Kshs. 4,456,858.40
 - Youth: Kshs. 921,416.00
- b) Financial Year 2023/2024:
 - i. Total actual procurement budget: Kshs. 57,710,860.00
 - ii. AGPO allocation: Kshs. 7,241,801.00 (12.5%), against a target of Kshs. 17,313,258.00
 - PwD: Kshs. 1,315,895.00
 - Women: Kshs. 2,998,668.00
 - Youth: Kshs. 2,927,238.00
- c) Financial Year 2024/2025:
 - i. Total actual procurement budget: Kshs. 29,075,481.00
 - ii. AGPO allocation: Kshs. 4,213,136.00 (12.7%), against a target of Kshs. 9,881,928.56
 - PwD: Kshs. 165,300.00
 - Women: Kshs. 3,568,552.00
 - Youth: Kshs. 479,284.00

21. New Kenya Planters Co-operative Union (NKPCU)

178. The Union apprised the Committee on its compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Total procurement budget: Kshs. 127,948,345.00
 - ii. AGPO procurement: Kshs. 68,228,911.00 (53.33%)
- b) Financial Year 2023/2024:
 - i. Total procurement budget: Kshs. 201,727,688.02
 - ii. AGPO procurement: Kshs. 118,499,548.00 (58.74%)
- c) Financial Year 2024/2025:
 - i. Total procurement budget: Kshs. 465,299,712.11
 - ii. AGPO procurement: Kshs. 195,581,211.29 (42.03%)

22. Tanathi Water Works Development Agency (TWWDA)

179. The Authority/Agency apprised the Committee on its compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

- a) Financial Year 2022/2023:
 - i. Total actual procurement budget: Kshs. 109,736,000.00

- ii. AGPO allocation: Kshs. 32,920,800.00 (52.44%), surpassing the 30% target (Kshs. 32,920,800.00)
 - Women: Kshs. 19,378,468.94
 - Youth: Kshs. 13,542,331.06
 - Persons with Disabilities (PWDs): None
- b) Financial Year 2023/2024:
 - i. Total actual procurement budget: Kshs 66,276,765.49
 - ii. AGPO allocation: Kshs. 31,444,692.49 (47.44%), surpassing the 30% target (Kshs. 18,883,029.00)
 - Women: Kshs. 17,684,372.49
 - Youth: Kshs. 10,184,608.00
 - PwDs: Kshs. 3,575,712.00
- c) Financial Year 2024/2025:
 - i. Total actual procurement budget: Kshs. 215,071,700.00
 - ii. AGPO allocation: Kshs. 64,677,675.43 (30.1%), surpassing the 30% target (Kshs. 64,521,510.00)
 - Women: Kshs. 28,409,843.40
 - Youth: Kshs. 20,653,970.03
 - PWDs: Kshs. 15,613,862.00

23. Ewaso Ng'iro North River Basin Development Authority (ENNDA)

180. ENNDA apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the three most recent financial years as follows:

- a) Financial Year 2022/2023:
 - The total actual procurement budget was Kshs. 398,019,643.00.
 - Kshs 197,531,146 (49.63%) was allocated to the Access to Government Procurement Opportunities (AGPO) programme, surpassing the statutory 30% target of Kshs. 180,977,232.00.
- b) Financial Year 2023/2024:
 - The total procurement budget was Kshs. 995,004,507.00.
 - Kshs. 493,341,581.50 (49.58%) was allocated to AGPO, exceeding the 30% target of Kshs. 298,501,353.10.
- c) Financial Year 2024/2025:
 - The total procurement budget was Kshs. 486,100,000.00.
 - Kshs. 256,181,182.70 (52.70%) allocated to AGPO, again surpassing the 30% target of Kshs. 145,830,000.00.

24. Communication Authority of Kenya (CAK)

181. The Authority apprised the Committee on its compliance with Section 53(6) of the Public Procurement and Asset Disposal Act, Cap. 412C as follows:

a) Financial Year 2022/2023:

- AGPO allocation: Kshs. 282,062,132.00 (30.41%), surpassing the 30% target of Kshs. 278,225,902.88

b) Financial Year 2023/2024:

- AGPO allocation: Kshs. 430,889,814.42 (32.42%), exceeding the 30% target of Kshs. 398,697,798.21

c) Financial Year 2024/2025:

- AGPO allocation: Kshs. 210,858,979.10 (31.70%), surpassing the 30% target of Kshs. 199,455,317.80

25. Coast Water Works Development Agency (CWWDA)

182. The Agency apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the last three financial years as follows:

a) Financial Year 2022/2023:

- i. Total actual procurement budget: Kshs. 257,670,000.00
- ii. Awarded under AGPO: Kshs. 58,485,063 (22.70%), below the 30% target (Kshs. 77,301,000)
 - Women: Kshs. 32,963,770.60 (43% of AGPO allocation)
 - Youth: Kshs. 25,079,203.06 (32%)
 - Persons with Disabilities (PwD): Kshs. 442,090.00 (1%)

b) Financial Year 2023/2024:

- i. Total actual procurement budget: Kshs. 735,408,000.00
- ii. Awarded under AGPO: Kshs. 174,713,298.00 (23.8%), below the 30% target (Kshs. 220,622,400)
 - Women: Kshs. 94,034,173.48 (43%)
 - Youth: Kshs. 80,285,394.52 (36%)
 - Persons with Disabilities (PwD): Kshs. 393,730.00 (0%)

c) Financial Year 2024/2025:

- i. Total actual procurement budget: Kshs. 656,052,000.00
- ii. Awarded under AGPO: Kshs. 213,515,729.86 (32.6%), surpassing the 30% target (Kshs. 196,815,600). It was distributed as follows:
 - Women: Kshs. 90,627,551.57 (46%)
 - Youth: Kshs. 109,955,492.29 (56%)
 - Persons with Disabilities (PwD): Kshs. 12,932,686.00 (7%)

26. Northern Water Works Development Agency (NWWDA)

183. The Agency apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the last three financial years as follows:

a) Financial Year 2022/2023:

- Total actual procurement budget: Kshs. 895,100,000.00
- Awarded under AGPO: Kshs. 273,122,566.38 (30.51%)

b) Financial Year 2023/2024:

- Total actual procurement budget: Kshs. 1,277,170,000.00
- Awarded under AGPO: Kshs. 386,712,011.28 (30.28%)

c) Financial Year 2024/2025:

- Total actual procurement budget: Kshs. 606,670,000.00
- Awarded under AGPO: Kshs. 203,343,178.44 (33.52%)

27. Lake Victoria North Water Works Development Agency (LVNWWDA)

184. The Agency apprised the Committee on its compliance status with Section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C, for the last three financial years as follows:

a) Financial Year 2022/2023:

- i. Total actual procurement budget: Kshs. 291,052,315.75
- ii. Awarded under AGPO: Kshs. 91,172,181.28 (51%), surpassing the 30% target (Kshs. 87,315,694.73). It was distributed as follows:
 - Women: Kshs. 45,569,731.83 (25% of total budget)
 - Youth: Kshs. 34,897,547.47 (19%)
 - Persons with Disabilities (PWD): Kshs. 10,704,901.98 (6%)

b) Financial Year 2023/2024:

- i. Total actual procurement budget: Kshs. 637,597,642.00
- ii. Awarded under AGPO: Kshs. 262,622,157.44 (42%), surpassing the 30% target (Kshs. 191,279,292.60). It was distributed as follows:
 - Women: Kshs. 107,586,137.32 (17%)
 - Youth: Kshs. 137,954,184.12 (22%)
 - PwD: Kshs. 17,081,836.00 (3%)

c) Financial Year 2024/2025:

- i. Total actual procurement budget: Kshs. 263,017,875.00
- ii. Awarded under AGPO: Kshs. 219,040,617.03 (89%), surpassing the 30% target (Kshs. 78,905,362.50)
 - Women: Kshs. 81,651,245.69 (33%)

- Youth: Kshs. 104,517,569.60 (43%)
- PwD: Kshs. 32,871,801.74 (13%)

CHAPTER FOUR: OBSERVATIONS AND RECOMMENDATIONS

185. The Committee made the following observations and recommendations.

4.1 **THEMATIC AREA 1:** *The demographic composition of all employees of the organization in terms of gender, persons with disabilities, age and ethnicity*

186. The "two-thirds gender rule" in Kenya is a constitutional requirement that no more than two-thirds of members in any elective or appointive public body, such as Parliament or the Cabinet, should be of the same gender. Enshrined in Articles 27(8) and 81(b) of the Constitution, it aims to promote gender equality and ensure that neither men nor women are disproportionately represented in public institutions.

187. Persons with Disabilities Act, 2025- Section 21 requires all employers with 20 or more employees to reserve at least 5% of their workforce for persons with disabilities.

188. Article 232 expressly provides that the public service should be representative of the diverse Kenyan communities.

189. The Kenya Youth Development Policy, 2019 emphasizes the empowerment of young people to participate fully in national development by addressing challenges in areas such as education, governance, health and employment opportunities, addressing youth unemployment and social inclusion.

190. **The Committee observed as follows-**

a) Fourteen(14) state agencies—Kenya Wildlife Service, Kenya Ports Authority, Kenya Railways Corporation, Kenya Prisons Service, Kenya Animal Genetic Research Institute, East African Portland and Cement Company, Tana Athi Water works Development Agency, Tana and Athi Rivers Development Authority, Coast Water Works Development Agency and Lake Victoria North water works Development Agency, Unclaimed Financial Assets Authority(UFAA),Public Procurement Regulatory Authority (PPRA),Pharmacy and Poisons Board (PPB), National Drought Management Authority,—currently exceed the two-thirds gender rule, with more than two-thirds of employees being of one gender.

b) Eight (8) state agencies—Kenya Ports Authority, Kenya Railways, Kenya Prisons Service, Kenya Wildlife Service, Tanathi Water Works

Development Agency, Tana and Athi Rivers Development Authority, Coast Water Works Development Agency, and Lake Victoria North Water Works Development Agency had women's representation below the two-thirds gender threshold. In contrast, one agency, Kenya Animal Genetic Resources Centre had male representation below the two-thirds gender requirement.

- c) Only three(3) agencies—Betting Control and Licensing Board, Kenya National Bureau of Statistics, and Ewaso Ng'iro North River Basin Development Authority met the minimum five percent threshold for the employment of Persons with Disabilities .While seven agencies—Kenya Nuclear Regulatory Authority, Uwezo Fund Oversight Board, Privatization Commission, Kenya Leather Development Council , Public Benefit Organizations Regulatory Authority, Tanathi Water Works Development Agency, and Tana and Athi Rivers Development Authority had zero representation of PwDs.
- d) Many government agencies had overrepresentation of certain ethnic communities, deviating from the 2019 census demographic proportions.
- e) Youth representation remained limited across most agencies. However, the National Construction Authority, National Police Service Commission, Kenya Nuclear Regulatory Authority, Local Authorities Provident Fund, New Kenya Planters Co-operative Union, and Ewaso Ng'iro South Development Authority recorded the highest proportions of youth, ranging between 40% and 56%.
- f) In contrast, two(2) agencies-Unclaimed Financial Assets Authority and the Privatization Commission had no youth representation in their workforce.
- g) For the fifty-one (51) State Agencies that appeared before the Committee, the following was observed:
 - i) The total number of employees in the all fifty-one (51) state agencies was one hundred and forty-eight thousand and ninety-two (148,092). Staffing composition analysis highlighted notable disparities between the ethnic distribution of staff in comparison to their national population proportions. The top three communities that had the biggest over representation in comparison to their national population proportions included; Kalenjin who deviated by a positive margin of (+4.56%), Kikuyu (+3.27%), and Kisii (+2.21%). This meant that the three communities were significantly over-represented relative to their

national 2019 census proportions. These groups formed a disproportionate share of the workforce compared to their population sizes.

- ii) In contrast, several major communities were substantially under-represented, their deviation was negative meaning they were under-represented Somali (-3.17%), Luhya (-3.15%), Turkana (-1.44%), and Mijikenda (-1.06%). Many of these communities originate from historically marginalized regions, indicating potential structural barriers in access to employment opportunities.
- iii) Several mid-sized ethnic groups such as Kamba, Meru, Borana, Swahili, and Pokomo show near-proportional representation, with minimal deviations from their national census proportions.
- iv) However, the data also shows no representation for Kenyan American and Dahalo communities. The following communities had less than twenty (20) people in the total number of employees in the fifty-one (51) communities; El Molo (19), Konso (1), Wayyu (2), Makonde (1), Walwana/Makote (6), Gosha (2), and Dasenach (11) signaling gaps in inclusive recruitment.

191. The Committee Recommends as follows-

- a) **Gender Balance;** To ensure compliance with the constitutional two-thirds gender rule, agencies that have not met this requirement should, within 18 months of this report's tabling, develop and implement specific affirmative action strategies—such as targeted recruitment campaigns for the underrepresented gender, gender-sensitive hiring and promotion policies, regular gender balance audits, and progress reporting to leadership—while also establishing mentorship and leadership programs for women and marginalized groups alongside robust monitoring and evaluation frameworks to ensure sustainable and measurable improvements in gender balance.
- b) **Persons with Disabilities;** All government agencies must urgently develop and enforce recruitment strategies that ensure at least 5% of appointive positions are filled by qualified PwDs, in compliance with Article 54(2) of the Constitution and the Persons with Disabilities Act. Collaboration with the National Council for Persons with Disabilities (NCPWD) should be

formalized, and annual audits should be conducted to track progress, with full compliance required within 18 months.

- c) **Inclusive Recruitment Communication:** To increase diversity across gender, ethnicity, age, and disability, agencies should diversify recruitment advertisements, including use of national and local vernacular radio, social media, and network with local leaders. All vacancy announcements should explicitly encourage applications from minority communities, youth, women, and PwDs, with regular public reporting on the demographic breakdown of applicants and hires.
- d) **Regular Monitoring:** Establish and publish annual demographic audits to monitor progress toward gender, age, disability, and ethnic diversity targets, ensuring accountability and enabling timely interventions if targets are not met.
- e) Overall, the global staffing profile for the fifty-one (51) State Agencies did not mirror national diversity, pointing to the need for intentional diversity and inclusion strategies, targeted recruitment into underserved regions, and long-term capacity strengthening for under-represented communities.

4.2 THEMATIC AREA 2: *Mechanisms put in place to ensure that persons with disabilities, women and minorities are adequately represented in the organizations*

192. The Committee observed as follows-

- a) As of the latest review, less than five percent of appointive positions for persons with disabilities are filled in most government agencies, indicating a measurable gap between constitutional requirements and actual representation.
- b) The majority of agencies have adopted and documented affirmative action policies designed to prioritize recruitment of persons with disabilities, women, and minorities; however, their implementation and impact must be regularly measured and publicly reported.
- c) All government agencies currently run youth internship programs structured with mentorship opportunities, but quantitative data on youth advancement and minority inclusion within these programs should be systematically collected and analyzed.

193. The Committee recommends as follows-

- a) Each government agency should set a clear target to achieve a minimum five percent representation of persons with disabilities in appointive positions within 18 months, tracking progress quarterly and publicly reporting results to ensure accountability.
- b) Agencies must implement and audit their affirmative action policies by establishing annual metrics for the recruitment, retention, and promotion of women, minorities, and persons with disabilities, and publish a summary of outcomes in their annual performance reports.
- c) The Public Service Commission, independent commissions, and parastatals should embed affirmative action measures in their recruitment processes so that at least 20 percent of internship slots in each cycle are filled by persons with disabilities, women, and minorities, and report disaggregated data on demographic trends within internship programs every year.

4.3 THEMATIC AREA 3: *Audits or assessments undertaken in the last three (3) years to ascertain the level of inclusivity in the recruitment process*

194. The Committee observes as follows-

- a) Most government agencies underwent financial and operational audits by the Office of the Auditor General and compliance audits by the Public Service Commission in 2024, focusing on adherence to national values, principles, and compliance with diversity and inclusivity requirements.
- b) Most agencies independently conducted internal audits of their diversity and inclusivity practices, yet systematic gaps remain in robustly tracking and reporting demographic trends.
- c) Despite audit efforts, measurable progress in ethnic diversity and inclusivity during recruitment and promotions is inconsistent across agencies, indicating the need for enhanced oversight and follow-up by the Public Service Commission.

195. The Committee recommends as follows-

- a) The Public Service Commission should ensure, through quarterly compliance checks and mandated reporting, that every government agency meets statutory requirements for ethnic diversity and inclusivity in recruitment and promotions within twelve (12) months from the Adoption of this Report, using disaggregated demographic data as performance metrics.
- b) The Public Service Commission should develop and deliver at least two annual capacity-building programs for agency leadership, focusing on legal requirements and best practices for promoting diversity, equity, and inclusivity in the public sector, with participation rates and post-training actions tracked and evaluated for effectiveness.
- c) The Public Service Commission, together with independent commissions and parastatals, should institutionalize annual diversity, equity, and inclusivity audits, with comprehensive findings and recommendations formally reported to Parliament and made publicly available within three months of each audit's completion, to ensure transparency and accountability.

4.4 THEMATIC AREA 4: Status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act Cap 412C, That at least 30% of procurement should be reserved for women, youth and persons with disabilities.

196. The Committee observed the following-

- a) Across the three financial years under review—FY 2022/2023, FY 2023/2024, and FY 2024/2025 the top performers in AGPO allocations included the Central Bank of Kenya (CBK), Capital Markets Authority, Kenya National Bureau of Statistics, Policyholders Compensation Fund, New Kenya Planters Co-operative Union, Ewaso Ng'iro North River Basin Development Authority, Lake Victoria North Water Works Development Agency, National Water Harvesting and Storage Authority, and the National Crime Research Centre. These agencies consistently exceeded the AGPO requirement, each allocating 40% or more across the three financial years.
- b) Throughout Financial Year 2023/2024, National Construction Authority, National Housing Corporation, Kenya Ports Authority, Kenya Airports Authority, unclaimed Financial Assets Authority, National Oil Corporation, Rural Electrification and Renewable Energy Corporation, National

Environmental Management Authority and Public Benefit Organizations Regulatory Authority did not meet the required AGPO compliance level as of their latest annual audit, indicating the need for targeted improvement.

- c) The Betting Control and Licensing Board submitted that it relies on the parent Ministry for all procurement activities. As a result, procurement data including allocations to special groups under AGPO is handled at the Ministry level and is not reported separately by the Board.
- d) Agencies that performed below the threshold have limited procurement opportunities for youth, women, and persons with disabilities, as tracked through annual PPRA compliance reports.

197. The Committee recommends the following-

- a) Government agencies falling below the 30% AGPO threshold should introduce targeted procurement interventions—including quarterly sensitization campaigns and capacity-building programs—to increase tender participation by special groups and demonstrate compliance improvement by the end of the next financial year.
- b) The Public Procurement Regulatory Authority (PPRA) must compile and submit detailed AGPO procurement performance reports to the Senate within three months following the close of each financial year, including disaggregated data on youth, women, and persons with disabilities.
- c) All government agencies should develop and operationalize affirmative action procurement programs, benchmark their practices against leading agencies, including county governments—and submit annual benchmarking results within six months of each financial year's close.
- d) Agencies must strictly adhere to Section 157(12) of the Act by conducting quarterly audits and publicly listing eligible suppliers from special groups, reporting compliance metrics to the PPRA and Senate each quarter for enhanced transparency.

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Annex 1: Table1

Thematic Area 1 The demographic composition of all employees of the organization in terms of gender, persons with disabilities, age and ethnicity;

Table 1: Number of Communities in the workforce, and over represented communities in the organizations.

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
1.	Kenyatta National Hospital (KNH)	33	Kikuyu 29.51%	17.13%
2.	Kenya Ports Authority (KPA)	40	Mijikenda 34.6%	5.23%
3.	Unclaimed Assets Financial Authority (UFAA)	8	Kalenjin31.03%	13.37%
			Kikuyu 24.14%	17.13%
4.	National Construction Authority (NCA)		Kikuyu 20.38%	17.13%
			Kalenjin15.82%	13.37%
			Kisii 19.30%	5.68%
			Luo 15.01%	10.65%
5.	National Police Service Commission	24	Kamba 11.27%	9.81%
			Kikuyu 25.35%	17.13%
			Luo 12.68%	10.65%
			Maasai 3.52%	2.5%
			Meru 8.1%	4.15%
6.	Kenya Railways Service	25	Kalenjin 18%	13.37%
			Kamba 15%	9.8%
			Kikuyu 21%	17.13%
			Kisii 8%	5.68%
			Luo 14%	10.65%
7.		38	Kalenjin 21.13%	13.37%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
	Kenya Prisons Service		Kamba 10.52%	9.81%
			Kisii 8.59%	5.68%
			Meru 5.12%	4.15%
8.	Nyayo Tea Zones	14	Kalenjin 51.6 %	13.37 %
			Meru 8%	4.15%
			Embu 4.2%	0.85%
9.	Kenya Nuclear Regulatory Authority	11	Kikuyu 25%	17.13%
			Kalenjin 20%	13.37%
			Luo 19%	10.65%
			Meru 5%	4.15%
			Swahili 4%	0.12%
			Maasai 4%	2.5%
10.	Uwezo Fund Oversight Board		Kikuyu 22.73%	17.13%
			Luhya 22.73%	14.35%
			Samburu 13.64%	0.76%
11.	National Cereals and Produce Board (NCPB)	23	Kalenjin 30.34 %	13.37 %
			Kamba 13.78 %	9.81%
			Kisii 8.22%	5.68%
			Meru 4.8%	4.15%
			Luo 16.7%	10.65%
			Kisii 6.2%	5.68%
			Meru 6.2%	4.15%
12.	National Syndemic Diseases Control Council	18	Kisii 6.99%	5.68%
			Meru 7.69%	4.15%
			Luo 16.08%	10.65%
			Kikuyu 20.97%	17.13%
13.	Privatisation Commission	8	Kalenjin 30.3%	13.37 %
			Kikuyu 30.3%	17.13%
			Luo 18.18%	10.65%
14.	Central Bank of Kenya	31	Kikuyu 24.79%	17.13%
			Kalenjin 19.68%	13.37 %
			Kisii 6.86%	5.68%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
			Meru 5.03%	
15.	Public Procurement Regulatory Authority (PPRA)	17	Kikuyu 23.44%	17.13%
			Luo 15.62%	10.65%
16.	Capital Markets Authority (CMA)	17	Kikuyu 24.24%	17.13%
			Kamba 11.11%	9.81%
			Kisii 9.09%	5.68%
17.	Kenya Industrial Estates (K.I.E)	16	Kalenjin 20.67%	13.37 %
			Kamba 11.06%	9.81%
			Kisii 11.54%	5.68%
			Meru 8.17%	4.15%
			Maasai 2.88%	2.5%
			Taita 4.33%	0.72%
18.	Independent Policing Oversight Authority (IPOA)	27	Kalenjin 15.84%	13.37 %
			Kisii 8.45%	5.68%
			Somali 9.15%	5.85%
19.	Retirement Benefits Authority	18	Luo 15%	10.65%
			Kamba 12%	9.81%
			Meru 6.3%	4.15%
			Kalenjin 17.5%	13.37 %
			Kisii 10%	5.68%
20.	Kenya Airports Authority	32	Kikuyu 20.66%	17.13%
			Luo 12.31%	10.65%
			Kalenjin 20.84%	13.37 %
21.	Kenya Wildlife Service	43	Kalenjin 16.22%	13.37 %

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
22.	Kenya Plant Health Inspectorate (KEPHIS)	21	Kalenjin 15.51%	13.37 %
			Kamba 15.28%	9.81%
			Kikuyu 22.45%	17.13%
			Kisii 6.94%	5.68%
			Meru 10.65%	4.15%
23.	Kenya Animal Genetic Research Institute (KAGRI)	11	Kalenjin 14%	13.37 %
			Kikuyu 33%	17.13%
			Kisii 6%	5.68%
			Luhya 23%	14.35%
24.	Kenya School Government	21	Kikuyu 20.99 %	17.13%
			Kisii 8.03%	5.68%
			Mijikenda 6.57%	5.23%
			Meru 6.39%	4.15%
25.	Pharmacy and Poisons Board (PPB)	15	Kalenjin 48%	13.37 %
			Luhya 18%	14.35%
26.	Betting and Licensing Control Board	19	Kamba 13.46%	9.81%
			Kikuyu 25%	17.13%
27.	Kenya Leather Development Council	17	Kikuyu 26.1%	17.13%
			Kamba 10.7%	9.81%
			Meru 9.2% Kisii 6.15%	4.15% 5.68%
28.	Kenya Tea Development	17	Kikuyu (34.6%),	17.13%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
	Agency Holding Limited		Kalenjin (29.1%)	13.37 %
			Kisii (12.7%)	5.68%
			Meru (8.3%)	4.15%
			Embu (3.6%)	0.85%
29.	Kenya Medical Training College (KMTC)	31	Kalenjin (19.9%),	13.37 %
			Kikuyu (17.8%),	17.13 %
			Luo (14.3%),	10.65%
			Kamba (11.9%)	9.81%
			Kisii (9%),	5.68%
30.	Public Benefit Organizations Regulatory Authority	13	Kikuyu (20.7%)	17.13 %
			Kisii (15.5%),	5.68%
			Kamba (10.3%)	9.81%
31.	Bomas of Kenya	20	Luo (17.45%)	10.65%
			Luhya (17.45%)	14.35%
32.	East African Portland Cement	12	Kamba (21.6%),	9.81%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
			Maasai (18.8%),	
			Kalenjin (16.2%),	13.37 %
33.	Youth Enterprise Development Fund Board	23	Kikuyu (22.5%)	17.13 %
			Kisii (7.8%),	5.68%
			Meru (5.4%),	4.15%
34.	National Drought Management Authority	25	Kenyan Somali (17.15%),	
			Kamba (10.68%),	9.81%
35.	Kenya National Bureau of Statistics	31	Kikuyu (20.2%),	17.13 %
			Luo (16.6%),	10.65%
			Kamba (11.5%)	9.81%
36.	Policyholders Compensation Fund	12	Kikuyu (32.1%),	17.13 %
			Kisii (10.7%),	5.68%
37.	National Oil Corporation of Kenya	20	Kikuyu 31 (19%),	17.13 %
			Luo 27 (17%),	10.65%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
			Kamba 19 (12%),	9.81%
			Maasai 12 (7%),	
38.	Rural Electrification and Renewable Energy Corporation	29	Kikuyu (22.29%),	17.13 %
			Kalenjin (15.88%)	13.37 %
			Luo (12.98%)	10.65%
			Gusii (9.47%),	5.68%
			Meru (6.25%),	4.15%
39.	National Environment Management Authority (NEMA)	25	Kikuyu (21.46%)	17.13 %
			Luo (12.97%)	10.65%
			Kamba (10.38%)	9.81%
			Kisii (8.49%)	5.68%
40.	Local Authorities Provident Fund (LAPFUND)	18	Kalenjin 30 (22%)	13.37 %
			Kikuyu 27 (20%)	17.13 %
			Luo (12.77%),	10.65%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
			Kisii 6,796 (9.95%),	5.68%
			Meru 4,087 (5.98%)	4.15%
			Kalenjin (15.79%)	13.37 %
			Luo (18.89%)	10.65%
			Kisii (8.29%),	5.68%
41.	Public Service Commission	47	Kikuyu 20.39%	17.13 %
			Kalenjin 16.20%	13.37 %
			Kisii 7.64%	5.68%
			Meru 5.54%	4.15%
42.	New Kenya Planters Co-Operative Union (NKPCU)	10	Kikuyu 42%	17.13 %
			Kalenjin 15%	13.37 %
			Meru 9%	4.15%
43.	Tanathi Water Works	9	Kamba 29 (61.70%)	9.81%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
	Development Agency (TWWDA)		Maasai 6 (12.77%)	2.5%
44.	Ewaso Ng'iro North River Basin Development Authority (ENNDA)	24	Borana 53 (27.18%),	0.58%
			Kenyan Somali 51 (26.29%),	5.85%
45.	Communication Authority of Kenya (CAK)	20	Kikuyu 73 (19.26%),	17.13 %
			Luhya 73 (19.26%)	14.35%
			Kalenjin 72 (19.00%)	13.37 %
46.	Tana And Athi Rivers Development Authority (TARDA)	16	Kamba 46 (17%), Kikuyu 95 (36%), Pokomo 18 (7%)	9.81% 17.13% 0.24%
47.	Central Rift Valley Water Works Development Agency (CRVWDA)	8	Kalenjin 20 (58.8%)	13.37 %
48.	Coast Water Works	18	Mijikenda 96 (61%)	5.23%

No.	Government Agency	Number of communities in the Work Force	Overrepresented Community(ies)	The 2019 National Population Census population representation
	Development Agency (CWWDA)			
49.	Ewaso Ngiro South Development Authority (ENSDA)	12	Maasai 175 (70.90%),	2.5%
50.	Nortnen Water Works Development Agency (NWWDA)	10	Somali 19 (43.2%),	5.85%
			Kamba 9 (20.5%),	9.81%
51.	Lake Victoria North Water Works Development Agency (LVNWWDA)	7	Luhya 36 (58.1%),	13.37 %
			Kalenjin 11 (17.7%),	13.37 %
			Luo 9 (14.5%),	10.65%

Thematic Area 1 The demographic composition of all employees of the organization in terms of gender, persons with disabilities, age and ethnicity;

Table 2: Inclusivity in the workforce, in terms of Gender, PwDs and Youth in the organizations.

No.	Institution	Women	Men	Percentage PwDs	Youth rep
1	Kenya National Hospital (KNH)	59.48%	40.52%	1.80%	26.6%
2	Kenya Ports Authority (KPA)	22.7%	77.3%	2.5%	12.3%
3	Unclaimed Financial Assets Authority (UFAA)	31.03%	68.97%	3.45%	0%
4	National Construction Authority (NCA)	38.9%	61.1%	2.14%	50.94%
5	National Police Service (NPS)	52.46%	47.54%	3.17%	46.13%
6	Kenya Railways Corporation (KRC)	20.70%	79.30%	0.51%	40 years
7	Kenya Prisons Service (KPS)	23.7%	76.3%	0.2%	37.03%
8	The Nyayo Tea Zones Development Corporation (NTZDC)	34.1%	65.9%	0.5%	27.2%
9	Kenya Nuclear Regulatory Authority (KNRA)	37%	63%	0%	43%
10	Uwezo Fund	36.4%	63.6%	0%	9.1%
11	National Cereals and Produce Board (NCPB)	58.4%	41.6%	1.8%	30.21%
12	National Syndemic Diseases Control Council (NSDCC)	44%	63%	2.8%	40 years
13	Privatisation Commission	48%	51.5%	0%	0%
14	Central Bank of Kenya(CBK)	46%	54%	2.4%	40 years
15	Public Procurement Regulatory Authority (PPRA)	33%	67%	2%	7.8%
16	Capital Markets Authority (CMA)	37%	63%	3.96%	40 years
17	Kenya Industrial Estate (KIE)	46%	54%	0.96%	15%
18	Independent Police Oversight Authority (IPOA)	38.73%	61.27%	3.2%	39.08%
19	Retirement Benefits Authority (RBA)	42%	58%	1.05%	28%

20	Kenya Airports Authority (KAA)	35%	65%	1.77%	34.47%
21	Kenya Wildlife Service (KWS)	20.7%	79.3%	1.88%	28.86%
22	Kenya Plant Health Inspectorate Service (KEPHIS)	42%	58%	3.2%	40 years
23	Kenya Animal Genetic Resources Centre (KAGRC)	73%	27%	—	—
24	Kenya School of Government (KSG)	49.59%	50.41%	3.25%	40 years
25	Pharmacy and Poisons Board (PPB)	32.82%	67.18%	2.56%	40 years
26	Betting Control and Licensing Board (BCLB)	50%	50%	5.77%	40 years
27	Kenya Leather Development Council (KLDC)	50.77%	49.23%	0%	38.46%
28	Kenya Tea Development Authority (KTDA)	-----	-----	0.6%	22.40%
29	Kenya Medical Training Institute (KMTC)	46%	54%	1.81%	-----
30	Public Benefit Organizations Regulatory Authority (PBORA)	59%	41%	0%	26%
31	Bomas of Kenya	39.2%	60.8%	0.47%	24.1
32	East African Portland Cement Company (EAPCC)	15.6%	84.4%	1.3%	19%
33	Youth Enterprise Fund	44.1%	55.9%	0.98%	24.5%
34	National Disaster Management Authority (NDMA)	31%	69%	2%	15%
35	Kenya National Bureau of Statistics (KNBS)	36.4%	63.6%	5.06%	38.1%
36	Policyholders Compensation Fund (PCF)	36%	64%	4%	35.7%
37	National Oil Corporation of Kenya (NOCK)	39.5%	60.5%	1.85%	19%
38	Rural Electrification and Renewable Energy Corporation (REREC)	34%	66%	2.0%	40 years
39	National Environment Management Authority (NEMA)	37.03%	62.97%	3.07%	20.28%
40	LAPFUND	54.1%	45.9%	1.48%	45.1%
41	Public Service Commission (PSC)	57.1%	42.9%	3.83%	34.1%

42	New Kenya Planters Cooperative Union PLC (NKPCU)	34%	66%	0.01%	56%
43	Tanathi Water Works Development Agency (TWWDA)	27.66%	72.34%	0%	12.77% %
44	The Ewaso Ng'iro North Development Authority (ENNDA)	35.38%	64.62%	8.7%	20.51
45	Communication Authority of Kenya (CAK)	47.49%	52.51%	2.11%	40 years
46	Tana and Athi Rivers Development Authority (TARDA)	46.04%	53.96%	4.15%	15.85%
47	Central Rift	44.12%	55.88%	3%	21%
48	Coast Water Works Development Agency (CWWDA)	19%	81%	1.3%	14.6%
49	Ewaso Ng'iro South Development Authority (ENSDA)	36.03%	63.97%	1.61%	40.8%
50	Northern Water Works Development Agency (NWWDA)	36%	64%	4.5%	36.4%
51	Lake Victoria North Water Works Development Agency (LVNWWDA)	27.4%	72.6%	1.6%	27.4%

Thematic Area 1 The demographic composition of all employees of the organization in terms of gender, persons with disabilities, age and ethnicity;

Table 3: Total representation in the workforce of 52 State Agencies, in terms of ethnicity in comparison to the National Population as per the 2019 National Census

No.	Community	Number of Staff (52 entities)	Staff composition % (52 entities)	% Community composition (National Census)	Deviation in representation
1.	Kalenjin	26555	17.93%	13.37%	4.58%
2.	Kikuyu	30219	20.40%	17.13%	3.25%
3.	Kisii	11678	7.89%	5.68%	2.21%
4.	Taita	1949	1.31%	0.72%	0.59%
5.	Embu	2106	1.42%	0.85%	0.57%
6.	Meru	6736	4.55%	4.15%	0.40%
7.	Borana	1319	0.89%	0.58%	0.31%

No.	Community	Number of Staff (52 entities)	Staff composition % (52 entities)	% Community composition (National Census)	Deviation in representation
8.	Swahili	541	0.37%	0.12%	0.25%
9.	Pokomo	722	0.48%	0.24%	0.24%
10.	Bajuni	393	0.27%	0.19%	0.08%
11.	Njemps/Ilchamus	75	0.05%	0.00%	0.05%
12.	Taveta	146	0.10%	0.06%	0.04%
13.	Kenyan Arab	210	0.14%	0.12%	0.02%
14.	Foreigner	24	0.02%	0.00%	0.02%
15.	El Molo	19	0.01%	0.00%	0.01%
16.	Dahalo	0	0.00%	0.00%	0.00%
17.	Kenyan American	0	0.00%	0.00%	0.00%
18.	Kenyan European	3	0.00%	0.00%	0.00%
19.	Konso	1	0.00%	0.00%	0.00%
20.	Wayyu	2	0.00%	0.01%	-0.01%
21.	Makonde	1	0.00%	0.01%	-0.01%
22.	Nubi	48	0.03%	0.04%	-0.01%
23.	Aweer /Waata/ Sanye	42	0.03%	0.04%	-0.01%
24.	Dorobo	47	0.03%	0.05%	-0.02%
25.	Sakuye	55	0.04%	0.06%	-0.02%
26.	Kenyan Asian	108	0.07%	0.10%	-0.03%
27.	Kamba	14502	9.79%	9.81%	-0.03%
28.	Dasenach	11	0.01%	0.04%	-0.03%
29.	Gabra	383	0.26%	0.30%	-0.04%
30.	Walwana/Makote	6	0.00%	0.05%	-0.05%
31.	Rendile	224	0.15%	0.20%	-0.05%
32.	Gosha	2	0.00%	0.07%	-0.07%
33.	Mbeere	495	0.33%	0.41%	-0.08%
34.	Tharaka	440	0.30%	0.46%	-0.16%
35.	Suba	239	0.16%	0.33%	-0.17%
36.	Kenyan So Stated	292	0.20%	0.38%	-0.18%
37.	Kuria	672	0.45%	0.66%	-0.21%
38.	Samburu	716	0.48%	0.70%	-0.22%

No.	Community	Number of Staff (52 entities)	Staff composition % (52 entities)	% Community composition (National Census)	Deviation in representation
39.	Orma	166	0.11%	0.33%	-0.22%
40.	Teso	950	0.64%	0.88%	-0.24%
41.	Luo	15348	10.37%	10.65%	-0.28%
42.	Maasai	2898	1.96%	2.50%	-0.54%
43.	Burji	23	0.02%	0.78%	-0.76%
44.	Mijikenda	6172	4.17%	5.23%	-1.06%
45.	Turkana	1030	0.70%	2.14%	-1.44%
46.	Luhya	16564	11.20%	14.35%	-3.15%
47.	Kenyan Somali	3960	2.68%	5.85%	-3.17%

Grand Total 148,092

**-Ve (Negative) Deviation=Under representation*

**+Ve (Positive) Deviation=Over representation*

Thematic Area 3-Table 4 Access to Government Procurement Opportunities (AGPO) Compliance; At least 30% of Procurement Budget to be allocated to women, youth and PwDs in compliance with Section 53(6) of the Public Procurement and Assets Disposal Act Cap 412c.

NO.	Institution	FY 2022/2023	FY 2023/2024	FY 2024/2025
1.	National Construction Authority (NCA)	—	26.1%	—
2.	Kenya Ports Authority (KPA)	27.44%	29.83%	17.61%
3.	Central Bank of Kenya	—	54%	57%
4.	Capital Markets Authority	—	44.76%	—
5.	Independent Policing Oversight Authority (IPOA)	—	31.92%	30%
6.	Retirement Benefits Authority (RBA)	—	34.30%	31.25%
7.	Kenya Airports Authority (KAA)	26%	22%	—
8.	Public Benefit Organizations Regulatory Authority (PBORA)	14.5%	12.5%	12.7%

9.	Unclaimed Financial Assets Authority (UFAA)	—	27.98%	—
10.	Kenya Prisons Service (KPS)	—	33.7%	—
11.	Kenya National Bureau of Statistics (KNBS)	48.04%	39.04%	40.23%
12.	Policy-holders Compensation Fund	38%	43%	40%
13.	National Oil Corporation of Kenya LTD	8.33%	15.98%	3%
14.	Rural Electrification and Renewable Energy Corporation (REREC)	31.17%	21.0%	25.07%
15.	National Environment Management Authority (NEMA)	11.23%	10.20%	8.99%
16.	Local Authorities Provident Fund (LAPFUND)	50.94%	30%	47%
17.	Public Benefit Organizations Regulatory Authority (PBORA)	14.5%	12.5%	12.7%
18.	New Kenya Planters Co-operative Union (NKPCU)	53.33%	58.74%	42.03%
19.	Tanathi Water Works Development Agency (TWWDA)	52.44%	47.44%	30.1%
20.	Ewaso Ng'iro North River Basin Development Authority (ENNDA)	49.63%	49.58%	52.70%
21.	Communication Authority of Kenya (CAK)	30.41%	32.42%	31.70%
22.	Coast Water Works Development Agency (CWWDA)	22.70%	23.8%	32.6%
23.	Northern Water Works Development Agency (NWWDA)	30.51%	30.28%	33.52%
24.	Lake Victoria North Water Works Development Agency (LVNWWDA)	51%	42%	89%

25.	National Water Harvesting and Storage Authority	34.1%	63.96%	40.92%
26.	National Crime Research Centre (NCRC)	34%	76%	46%

***Only twenty-six (26) institutions provided information on AGPO as indicated in the Table.**

KENYA DISTRIBUTION OF ETHNIC COMMUNITIES AS PER THE 2019 NATIONAL POPULATION CENSUS		
ETHNICITY / NATIONALITY	TOTAL	PERCENTAGE
TOTAL POPULATION	47,564,296	100%
KENYANS	47,067,376	98.96
NOT KENYANS	463,562	0.97
NOT STATED	33,358	0.07

NO.	KENYANS	TOTAL	PERCENTAGE
1	AWEER/WAATA	20,103	0.04%
2	BAJUNI	91,422	0.19%
3	BORANA	276,236	0.58%
4	BURJI	369,338	0.78%
5	DAHALO	575	0.001%
6	DASENACH	19,337	0.04%
	DASENACH (SO STATED)	18,381	
	MERILE	956	
7	DOROBO	23,171	0.05%
8	EL MOLO	1,104	0.002%
9	EMBU	404,801	0.85%
10	GABRA	141,200	0.30%
11	GOSHA	685	0.001%
12	ILCHAMUS / NJEMPS	32,949	0.07%
13	KALENJIN	6,358,113	13.37%
	KALENJIN (SO STATED)	1,553,057	
	ARROR	92,470	
	CHERANGANYI	8,323	
	ENDO	400	
	ENDOROIS	45,621	
	KEIYO	251,441	

	KIPSIGIS	1,905,983	
	LEMBUS	71,600	
	MARAKWET	119,969	
	NANDI	937,884	
	OGIEK	52,596	
	POKOT	778,408	
	SABAOT/KONY/BONG'OMEK	296,374	
	SAMOR	12,211	
	SENGER	167	
	SENGWER	10,729	
	TERIK	23,324	
	TUGEN	197,556	
14	KAMBA	4,663,910	9.81%
15	KENYAN SOMALI	2,780,502	5.85%
	KENYAN SOMALI (SO STATED)	579,701	
	AJURAN	182,276	
	DEGODIA	515,583	
	GURREH	602,174	
	HAWIYAH	4,412	
	ISAAK	7,417	
	LEYSAN	11,636	
	MURULE	139,097	
	OGADEN	697,566	
	CORNER TRIBES	40,640	
16	KIKUYU	8,148,668	17.13%
17	KISII	2,703,235	5.68%
18	KONSO	1,299	0.003%
19	KURIA	313,854	0.66%
20	LUHYA	6,823,842	14.35%
	LUHYA (SO STATED)	3,944,257	
	ABAKHENYE	24,468	
	BAKHAYO	68,703	
	BANYALA	227,165	
	BANYORE	154,553	
	BATSOTSO	72,687	
	BATURA	12,857	
	BUKUSU	1,188,963	
	IDAKHO	54,661	

	ISUKHA	101,789	
	KABRAS	136,962	
	KISA	35,135	
	MARACHI	65,633	
	MARAGOLI	334,926	
	MARAMA	43,075	
	SAMIA	84,828	
	TACHONI	85,597	
	TIRIKI	93,393	
	WANGA	94,190	
21	LUO	5,066,966	10.65%
22	MAASAI	1,189,522	2.50%
23	MAKONDE	3,764	0.008%
24	MBEERE	195,250	0.41%
25	MERU	1,975,869	4.15%
26	MIJIKENDA	2,488,691	5.23%
	MIJIKENDA (SO STATED)	40,724	
	CHONYI	198,653	
	DIGO/WAFUNDI/WASAKWA	409,595	
	DURUMA	555,135	
	GIRIAMA	1,007,653	
	JIBANA	38,466	
	KAMBE	31,007	
	KAUMA	71,061	
	RABAI	125,707	
	RIBE	10,690	
27	NUBI	21,319	0.04%
28	POKOMO	112,075	0.24%
29	ORMA	158,993	0.33%
	ORMA (SO STATED)	92,086	
	GALLA	932	
	WARDEI	65,975	
30	RENDILE	96,313	0.20%
31	SAKUYE	27,006	0.06%
32	SAMBURU	333,471	0.70%
33	SUBA	157,787	0.33%
34	SWAHILI	56,074	0.12%
	SWAHILI (SO STATED)	17,232	
	AMU	5,143	

	BARAWA	4,633	
	CHITUNDI	319	
	JOMVU	4,728	
	MUNYOYAYA/MUYEYAYA	15,024	
	MVITA	402	
	NGARE	1,057	
	PATE	1,120	
	SIU	1,016	
	VUMBA	1,449	
	WACHANGAMWE	1,344	
	WAFAZA	69	
	WAKATWA	113	
	WAKILIFI	685	
	WAKILINDINI	642	
	WAMTWAPA	240	
	WASHAKA	165	
	WATANGANA	531	
	WATIKUU	162	
35	TAITA	344,415	0.72%
36	TAVETA	26,590	0.06%
37	TESO	417,670	0.88%
38	THARAKA	220,015	0.46%
39	TURKANA	1,016,174	2.14%
40	WALWANA/MALAKOTE	21,774	0.05%
41	WAYYU	3,761	0.008%
42	KENYAN ASIANS	47,555	0.10%
43	KENYAN AMERICAN	596	0.001%
44	KENYAN ARABS	59,021	0.12%
45	KENYAN EUROPEAN	1,738	0.004%
46	KENYAN SO STATED	183,023	0.38%
NO.	NATIONALITY NON-KENYANS	463,562	0.97%
1	EAST AFRICANS	226,372	
	BURUNDI	13,983	
	RWANDA	8,729	
	SOUTH SUDAN	62,894	
	UGANDA	95,938	

	UNITED REPUBLIC OF TANZANIA	44,828	
2	OTHER AFRICANS	144,646	
3	AMERICANS	13,781	
4	ASIANS	42,972	
5	CARIBBEANS	241	
6	EUROPEANS	26,753	
7	OCEANIA AND PACIFIC	1,187	
8	OTHER NATIONALITY	1,338	
9	STATELESS (GALJEEL, SHONA, WAPEMBA, PARE E.T.C)	6,272	

Annex 2-Photographs



National Police Service Commission appeared before the Committee on 9th May, 2025.



East Africa Portland Cement Company appeared before the Committee on 17th April, 2025.



The NGO Coordination Board appeared before the Committee on 17th March, 2025.



National Construction Authority appeared before the Committee on 3rd April, 2025.



Inspector General of Police appeared before the Committee on 9th May 2025.



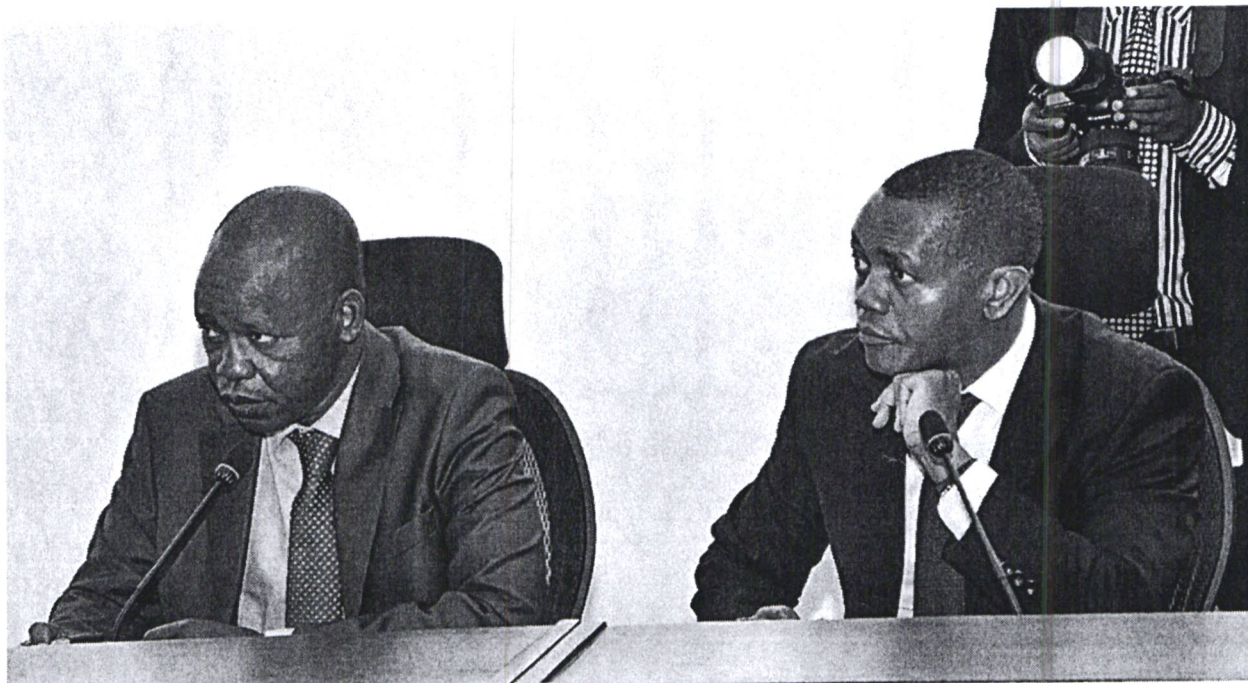
National Water and Storage Authority appeared before the Committee on 27th May, 2025.



The National Housing Corporation (NHC) appeared before the Committee on 13th March, 2025.



Independent Policing Oversight Authority appeared before the Committee on 8th April, 2025.



Kenya Airports Authority appeared before the Committee on 10th June,2025.



Kenya Railways appeared before the Committee on 11th April,2025.



National Police Service Commission appeared before the Committee on 9th May,2025.

MINUTES OF THE 162ND SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 10TH JUNE, 2025 AT 9:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Joseph Githuku, MP | - Member |
| 4. Sen. Beth Syengo, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |

ABSENT

- | | |
|--------------------------------|----------|
| 6. Sen. Joyce Korir, CBS, MP | - Member |
| 7. Sen. Daniel Maanzo, EBS, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Ms. Lucianne Limo | - Media Relation Officer |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio |

IN ATTENDANCE

- | | |
|-------------------------|------------------------------------|
| 1. Capt. William Ruto | - MD, KPA |
| 2. Mr. Edwin Kamau | - G.M Corporate Services |
| 3. Ms. Eveline Shigoli | - G.M Procurement |
| 4. Mr. Daniel Amuyunzu | - Principal Procurement Officer |
| 5. Ms. Elsie N. Bikondo | - Principal Human Resource Officer |
| 6. Mr. Josphat Langat | - Principal Human Resource Officer |

MIN. NO.942/2025

PRELIMINARIES

The Chairperson called the meeting to order at 9:53 a.m. Thereafter followed by a word of prayer.

The agenda of the meeting was adopted having been proposed by Sen. James Lomenen, MP and seconded by Sen. Joseph Githuku, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the:
 - i. Kenya Ports Authority (KPA); and
 - ii. The Local Authorities Provident Fund (LAPFUND)to discuss equal representation in the staffing and status of compliance with Access to Government Procurement Opportunities (AGPO) (*PAPER NO.181*)
6. Meeting with Ministry Lands, Housing and Urban Development to deliberate on the representation of Kenya's diversity in the composition of staffing in the affordable housing program.
7. Date of the Next Meeting and Adjournment.

The Minutes of the previous Sitzings were deferred to the next meeting.

The Committee met with **the Kenya Ports Authority** and was informed on the staff demographic composition of employees in KPA in terms of gender, persons with disabilities, age and ethnicity, the mechanisms put in place to ensure that special groups were adequately represented, the status of compliance by the Authority with section 53(6) of the Public Procurement and Assets Disposal Act, the affirmative action measures being implemented by the Authority in the promotion of special groups and any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process.

The Authority was comprised of 6058, 1370 (22.7%) Female and 4688 (77.3%) Male making them non compliant with the 30% Gender Rule. They had 150 PwD staff which translated to (2.5%). The age is such that the Youth 20- 35 years were 755 (12.3%), 36 – 49 years were 2,620 (43.3%), 50-65 years were 2,683 (44.2%). There were 40 tribes represented in the Organization with Mijikenda being the highest at 2,097 (34.6%), Luo 648 (10.7%) and Taita 483 (8%).

The mechanisms put in place to ensure special groups were adequately represented in the organization included-

- a) providing a barrier free and disability friendly environment;
- b) encouraging special groups to apply for employment;
- c) having policies in place against discrimination and sexual harassment, abuse and exploitation;
- d) establishment of a Disability Mainstreaming Committee; and
- e) achieving gender balance, flexi working hours and representation of minorities in the organization, intentionally recruiting and promoting special groups.

Additionally, KPA was subjected to an Ethnicity and Diversity Audit by NCIC and they participated in an online validation forum on the findings of the audit with the NCIC Commission.

On the status of compliance with Section 53(6) of the Public Procurement and Assets Disposal Act the status is as shown in the table below;

Financial Year	Reserved Budget	Actual amount spent	Percentage
22/23	2,350,000,000	2,149,739,005	27.44
23/24	5,566,365,138	5,536,192,545	29.83
24/25 (up to end of 3 rd Quarter)	1,832,692,095	1,075,870,480	17.61

The Committee noted that;

1. KPA did not provide the total procurement budget, together with the Financial Statement which was not Tabled before the Committee and asked them to send the same within three working days.
2. To send the list of interns they currently had from the Public Service Commission. The Chair directed the information be provided within three working days.
3. Provide a letter that they sent to NCWPD that went unanswered, requesting the National Council for Persons with Disability to inform the qualified PwDs to apply for the vacancies advertised within the Organization.

The Committee urged them to continue complying with the law especially on special groups and to improve on hiring people with disabilities, youth and marginalized communities.

MIN. NO.946/2025

**MEETING WITH THE LOCAL AUTHORITIES
PROVIDENT FUND AND MINISTRY OF LANDS
AND PUBLIC WORKS**

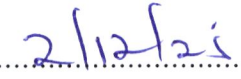
The Committee noted that both the stakeholders wrote letters requesting for postponement of the meeting to later dates. The Committee resolved to invite them at a later date.

MIN. NO.947/2025 **ANY OTHER BUSINESS**

Members were informed of the upcoming visit to Marsabit and Turkana counties to meet with the warring communities and ensure peaceful existence of the communities. The visit was scheduled from Thursday, 12th -Friday 13th June,2025.

MIN. NO.948/2025 **ADJOURNMENT**

The meeting was adjourned at 10:45 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)
Chairperson,
National Cohesion, Equal Opportunity and Regional Integration

MINUTES OF THE 163RD -SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON WEDNESDAY 11TH JUNE, 2025 AT 8:20AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Joseph Githuku, MP | - Member |
| 4. Sen. Beth Syengo, MP | - Member |
| 5. Sen. Daniel Maanzo, EBS, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|---------------------------------|----------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. Betty Batuli Montet, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Ms. Lucianne Limo | - Media Relation Officer |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |

IN ATTENDANCE FROM THE KENYA PRISONS SERVICE

- | | |
|------------------------|---|
| 1. Patrick Aranduh | - Commissioner General |
| 2. Mr. Henry Kisingu | - Senior Assistant Commissioner General |
| 3. Mr. Anderson Mcharo | - Assistant Commissioner General |
| 4. Mr. Ndunda Emmanuel | - CP |
| 5. Ms. Dorcas Mulinge | - ASP |

MIN. NO.948/2025

PRELIMINARIES

The Chairperson called the meeting to order at 8:20 a.m. Thereafter followed by a word of prayer.

MIN. NO.949/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Joseph Githuku, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Kenya Prisons Service to deliberate on the representation of Kenya's diversity in the composition of staffing.
6. Date of the Next Meeting and Adjournment.

MIN. NO.950/2025

CONFIRMATION OF MINUTES

The Minutes of the previous Sittings were deferred to the next meeting.

MIN. NO.951/2025 **(KPS)**

MEETING WITH THE KENYA PRISONS SERVICE

The Committee met with **the Kenya Prisons Service (KPS)** and was informed on-

- a) the demographic composition of employees of the Kenya Prisons Service in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by the Kenya Prisons Service with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Kenya Prisons Service in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;
- f) specific measures the Kenya Prisons Service (KPS) employed to ensure fairness and transparency in recent recruitment and promotion processes; and
- g) mitigating against potential biases and strategies put in place to attract and retain qualified officers from historically marginalized regions.

The following are the key highlights of the Commissioner General's submissions:

- ✓ The Service had an approved establishment of 37,868 and an in post of 30,530 uniformed officers, 7,235 (23.7%) Female and 23,295 (76.3%) Male making them non compliant with the 30% Gender Rule.
- ✓ Further, there were 518 non-uniformed personnel comprising 169(33) % female and 349 (67%) male providing technical support.
- ✓ They have 93 PwD staff (0.29%).
- ✓ The age representation was such that the Youth 19-35 years were 14,026 (12.3%) and officers above 35 years were 16,504.
- ✓ There are 38 tribes represented in the Organization with Kalenjin being the highest at 21% of the total workforce, Kikuyu 16.91% and Kamba 10.52%. It was observed that the Kalenjin had higher numbers in the Prison Service;21% compared to their national population percentage of 13%.

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Targeting to give opportunities to youthful members aged (18-30);
- b) allowing women to join the Prison Service at a lower percentage as opposed to male
- c) In senior management there were 6 (14.2%) women; and
- d) 3698 female officers and 85 PWDs were recently promoted, The service had a disability mainstreaming policy, that led to having 3 PwDs in the leadership positions.

Additionally, KPS had done an internal audit. KPS had put the following measures in place to ensure fairness and transparency in recruitment-

- a) Declaration of vacant posts, widely advertising for positions, conducting a one-day recruitment drive for constables, cadets, technicians and artisans, marginalized groups received positive consideration e.g the Ajuran, Rendille, Makonde, Ilchamus and Bajun, KPS had clear guidelines on promotions.
- b) Strategies put in place to attract and retain qualified officers from historically marginalized regions included-
 - i) clear guidelines were followed on promotions;
 - ii) regular promotional training and in service refresher courses;
 - iii) targeted recruitment of officers with professional and technical(artisan) grades at higher ranks;
 - iv) provision of Hardship Allowance in hardship areas; and
 - v) taking into account officers' welfare whenever undertaking administrative actions such as disciplinary action.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	Reserved Budget	Actual amount spent	Percentage
22/23 (3 rd and 4 th Quarter)	2,202,355,900	660,706,770		43.5
23/24	4,181,221,320	1,254,366,396	423,756,042	33.7
24/25 (upto end of 3 rd Quarter)	1,652,464,569	495,739,370	330,048,443	66.4

The Committee noted that;

1. KPS did not provide the correct figures when calculating AGPO percentages.
2. There was missing data on the 1st and 2nd quarter on AGPO report for the FY 22/23.
3. The percentages in the number of prison constables recruited and their distribution per gender and region were inaccurate.
4. Data on ethnicity was not standardized; some ethnics groups such as for Somali and Kalenjin were broken down in sub-tribes and not given as a whole.
5. The Prison Service was urged to provide data on gender and ethnicity within the Senior Management.
6. The Committee observed that the submissions were provided on the day of meeting/late, as such the Committee resolved to invite them another day to conclude on the interrogation.

MIN. NO.952/2025 ANY OTHER BUSINESS

There was no other business.

MIN. NO.953/2025 ADJOURNMENT

The meeting was adjourned at 9:30 a.m.

Signed.....  Date..... 21/12/25

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 164TH -SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 19TH JUNE, 2025 AT 10:00AM, HILTON GARDEN INN.

PRESENT

- | | |
|----------------------------------|-------------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair (Chairing) |
| 3. Sen. Joseph Githuku, MP | - Member |
| 4. Sen. Beth Syengo, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Daniel Maanzo, EBS, MP | - Member |
| 7. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 8. Sen. Joyce Korir, CBS, MP | - Member |
|------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ahmed Odhowa | - Head of Department |
| 2. Mr. Ibrahim Leruk | - Lead Clerk |
| 3. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 4. Ms. Purity Orutwa | - Clerk Assistant |
| 5. Mr. Habbakuk Tiony | - Clerk Assistant |
| 6. Ms. Brenda Wekesa | - Research Officer |
| 7. Ms. Lucianne Limo | - Media Relation Officer |
| 8. Mr. Walters Omondi | - Legal Counsel |
| 9. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 10. Mr. Benard Marwara | - Sergeant At Arms |

MIN. NO.954/2025

PRELIMINARIES

The Chairperson called the meeting to order at 9:23 a.m. Thereafter followed by a word of prayer.

MIN. NO.955/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Beth Syengo, MP.

AGENDA

1. Prayer;

2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Public Service Commission to deliberate on the equal opportunities in employment in state agencies
6. Consideration of post legislative scrutiny of the National Cohesion and Integration Act, Cap 7N
7. Consideration of proposed areas for Committee Inquiry
8. Date of the Next Meeting and Adjournment.

MIN. NO.956/2025

CONFIRMATION OF MINUTES

The Minutes of the previous Sitzings were confirmed as true record of the meetings proceedings as follows;

The minutes of the 148th Sitting were confirmed having been proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

The minutes of the 149th Sitting were confirmed having been proposed by Sen. Joseph Githuku, MP and seconded by Sen. Betty Montet, MP

The minutes of the 150th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, EBS, MP and seconded by Sen. Beth Syengo, MP

The minutes of the 151st Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Beth Syengo, MP

The minutes of the 152nd Sitting were confirmed having been proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

The minutes of the 153rd Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Mohammed Chute MP

The minutes of the 154th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Beth Syengo

The minutes of the 155th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Beth Syengo, MP

The minutes of the 156th Sitting were confirmed having been proposed by Sen. Beth Syengo MP and seconded by Sen. Betty Montet, MP

The minutes of the 157th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Betty Montet, MP

The minutes of the 158th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Beth Syengo, MP

The minutes of the 159th Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. James Lomenen, MP

The minutes of the 160th Sitting were confirmed having been proposed by Sen. James Lomenen, MP and seconded by Sen. Beth Syengo, MP

The minutes of the 161st Sitting were confirmed having been proposed by Sen. Okiya Omtatah, MP and seconded by Sen. Beth Syengo, MP

MIN. NO.957/2025

MEETING WITH THE PUBLIC SERVICE COMMISSION

The Committee noted that the Public Service Commission did not appear for the Meeting and that they had requested for a rescheduling of the meeting to Monday 30th June, 2025. Members resolved to meet them at Machakos County.

MIN. NO.958/2025

CONSIDERATION OF POST LEGISLATIVE SCRUTINY OF THE NATIONAL COHESION AND INTERGRATION ACT, Cap 7N

The Committee was taken through a paper on post legislative scrutiny of the National Cohesion and Integration Act, Cap 7N. The Committee noted that;

- The Constitution of Kenya, under Article 27 provided for equality and freedom from discrimination. It provided that men and woman had a right to equal treatment. It further provided for the State to take measures including the affirmative action programmes and policies. Article 54 on its part provided for rights of persons with disabilities. These provisions further emphasize the mandate and the responsibilities of the Committee.
- As a part of its mandate the Committee was required to monitor and evaluate the effectiveness of the provisions of law as enacted by Senate by way of soliciting feedback from stakeholders and Citizens whom the laws were meant to benefit.
- One of the tools used to assess the effectiveness of the Laws enacted by Parliament was Post Legislative scrutiny.
- As one of the tools to be used to soliciting feedback was a questionnaire that had been attached.
- The feed back was received from people who interacted with the law on a day-to-day basis, thereby noting the challenges and opportunities that were required to be tapped. Some of the stakeholders included-
 - a) National Cohesion and Integration Commission;
 - b) Ministry of Interior and National Administration;
 - c) Law Society of Kenya;

- d) National Council for Persons with Disabilities;
- e) National Gender and Equality Commission; and
- f) General public.

The Committee noted the contents of the Paper and resolved to undertake a post legislative scrutiny.

MIN. NO.959/2025

CONSIDERATION OF PROPOSED AREAS FOR COMMITTEE INQUIRY.

The Committee was taken through the Paper on proposed areas for Committee inquiry. The Committee noted that they could undertake an inquiry in the following areas-

- Inquiry into Access to public facilities by Persons with Disabilities (PwDs) with an objective to assess accessibility and inclusion of PwDs in public infrastructure.
- Inquiry into the level of Inclusivity and effectiveness of pension schemes in Kenya, with a Focus on the Informal Sector with an objective to examine the structure, coverage, management, and inclusivity of pension schemes in Kenya, with a particular focus on expanding access for informal sector workers, who constitute the majority of Kenya's workforce but remain largely excluded from pension coverage.
- Inquiry into the status of Cross-Border Communities and Regional Integration with focus on Examining the social, economic, and security dynamics affecting communities residing along county borders—such as Turkana-West Pokot, Baringo-Elgeyo Marakwet, Migori-Homa Bay, and Garissa-Tana River—with attention to how trade, conflict, resource access, and identity influence national cohesion and equitable development.
- Inquiry into the Oversight of Resource Allocation Mechanisms with an objective to evaluate the effectiveness, fairness, and equity of the current and previous revenue-sharing formulae developed by the Commission on Revenue Allocation (CRA) and to determine whether those mechanisms had addressed historical marginalization and promoted balanced development across all 47 counties.

The Committee was requested to note the contents of the paper and asked for a more detailed brief on the inquiries especially on the oversight of resource allocation mechanisms.

MIN. NO.960/2025

ANY OTHER BUSINESS

The Committee was reminded about a Report Writing Retreat from Sunday, 22nd June to Saturday, 28th June in Naivasha, Nakuru County.

MIN. NO.961/2025

ADJOURNMENT

The meeting was adjourned at 3:30 p.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 165TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 1ST JULY, 2025 AT 9:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|-------------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair (Chairing) |
| 3. Sen. Betty Batuli Montet, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Okiya Omtatah, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. Joseph Githuku, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Mr. Walters Omondi | - Legal Counsel |
| 5. Mr. Nicholas Arusei | - Audio Officer |
| 6. Mr. Emmanuel Were | - Attachee Media Relations |
| 7. Mr. Austin Odera | - Attachee Media Relations |

IN ATTENDANCE

- | | |
|----------------------|------------------------------------|
| 1. Mr. Benard Mbogoh | - CEO, LAPFUND |
| 2. Ms. Linda Njeru | - P.A to the CEO |
| 3. Ms. Velma Okoth | - Corporation Secretary & GM Legal |
| 4. Mr. Erick Obiero | - Manager HR |
| 5. Mr. Daniel Kibet | - SCM |

MIN. NO.962/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO.963/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by, Sen. Okiya Omtatah, MP and seconded by Sen. Betty Montet, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) LAPFUND; and
 - ii) LAPSSET to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 208)
6. Date of the Next Meeting and Adjournment.

MIN. NO.964/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.965/2025 MEETING WITH LAPFUND & LAPSSET.

The Committee met with **the Local Authorities Provident Fund (LAPFUND)** and was informed on-

- a) the demographic composition of employees of the KAPFUND in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by LAPFUND with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the LAPFUND in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Commissioner General's submissions:

- ✓ The Fund had 135 staff, with 62 (45.9%) male and 73 (54.1%) female making them compliant with the 30% Gender Rule.
- ✓ They had 2 PwD staff (1.48%).
- ✓ The age representation was such that the Youth 19-35 years were 61 (45.1%), 35-50 were 63 (46.7%) and officers above 51 years were 11 (8.2%).

- ✓ There were 18 tribes represented in the Organization with Kalenjin being the highest at 30 (22%) of the total workforce, Kikuyu 27 (20%) and Luo 15 (11%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) LAPFUND was amongst the public organizations that had achieved gender parity and ensured women were well represented at 54.1% and men also equally represented at 45.9%.
- b) In terms of the youth, LAPFUND had ensured the youth, aged 35% and below were well represented at 46% of the entire staff population.
- c) For the persons with disability LAPFUND had made strides by ensuring 1.45% (2No.) staff are persons living with disability. LAPFUND had come up with mechanisms to ensure the representation would reach the minimum 5%.
- d) One staff living with disability exited LAPFUND within the last one year.

Affirmative action measures being implemented by the Kenya Prisons Service in the promotion of special groups in recruitment and leadership

LAPFUND had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities within the Organization.

- a) LAPFUND had come up with a Staff Mentoring and Coaching Program focused on promoting not only the youth, but also ensure succession planning and continuity within the organization.
- b) LAPFUND was promoting youth and talent development especially in sports and performing arts by sponsoring activities such as Kenya Intercounty Sports and Cultural Association (KICOSCA) . This had been indicated in the current PSC Report on Values and National Governance dated December, 2024.
- c) Training staff on sign language.
- d) Translation of documents such as Customer Charter to braille.
- e) Accessibility widgets and audio are available in LAPFUND Website.
- f) LAPFUND has developed a Disability Mainstreaming Policy.
- g) Appointment of a staff committee to spearhead Disability Mainstreaming.
- h) Staff Sensitizations and Trainings on Disability Mainstreaming.
- i) Availability of separate and customized washroom area for people living with disability (PwDs).
- j) LAPFUND conducts education and sensitization programs in marginalized areas, thus promoting financial empowerment.

- k) LAPFUND is registered with the National Council for Persons Living with Disability Career Portal (FUZU) for purposes of advertisement in case of job opportunities.

Additionally, the Fund had undertaken an audit by National Cohesion and equal opportunity Committee of the National Assembly in 2023.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total LPO Amount for the period	Actual amount spent	Percentage
22/23	101,277,332.25	51,592,824.25	50.94
23/24	106,194,594.65	31,396,310.04	30
24/25	35,136,713.24	16,448,137.66	47

The Committee noted and resolved that;

1. Members noted that the Report submitted by LAPFUND was very scanty and did not provide supporting documents as required.
2. Members observed that six (6) Communities were dominant in the staff establishment with 74% representation.
3. Members also observed that the Kikuyu, Kalenjin, Luo and Kisii had overrepresentation based on their national representation.
4. On AGPO compliance, LAPFUND did not give the total Procurement Budget, rather they gave only the total amounts used. The Chairperson directed the Organization to provide a detailed AGPO breakdown in a week's time. They were also to provide the supporting documents such as companies awarded tenders.
5. The CEO of LAPFUND was asked to submit detailed information on the last recruitment they did from the longlist, shortlist, interviews to who they hired. The Chair directed that the information be sent in a week's time.
6. The Committee wanted to also have a breakdown of interns and attachees.
7. The Committee also directed LAPFUND to provide details on the Regional Offices they operated and the staff details of the Regional Offices.
8. A recommendation was made to have LAPFUND use the Quota System in recruitment to ensure qualified officers from marginalized communities were given job opportunities.
9. The Chair also directed they appear before the Committee in a week's time to submit the missing information.

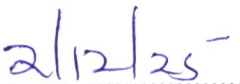
LAPSSET had been scheduled to appear before the Committee the same day at 11:30am, but did not appear despite having been invited twice to appear before the Committee.

MIN. NO.966/2025 **ANY OTHER BUSINESS**

Members were briefed on the Report Writing Retreat held the previous week in Naivasha.

MIN. NO.967/2025 **ADJOURNMENT**

The meeting was adjourned at 11:00 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 166TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 3RD JULY, 2025 AT 9:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Daniel Maanzo, EBS, MP | - Member |
| 3. Sen. Betty Batuli Montet, MP | - Member |
| 4. Sen. Joseph Githuku, MP | - Member |
| 5. Sen. Beth Syengo, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|----------------------------------|--------------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Walters Omondi | - Legal Counsel |
| 6. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 7. Mr. Emmanuel Were | - Attachee Media Relations |
| 8. Mr. Austin Odera | - Attachee Media Relations |

MIN. NO.968/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO.969/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted having been proposed by Sen. Joseph Githuku, MP and seconded by Sen. Betty Montet, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;

- i) National Oil Corporation; and
- ii) Kenya National Bureau of Statistics (KNBS) to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 209)

6. Date of the Next Meeting and Adjournment.

MIN. NO.970/2025 **CONFIRMATION OF MINUTES**

This agenda item was deferred.

MIN. NO.971/2025 **MEETING WITH NATIONAL OIL CORPORATION & KENYA NATIONAL BUREAU OF STATISTICS.**

The Committee was informed that both stakeholders; the National Oil Corporation and the Kenya National Bureau of Statistics, were not appearing before the Committee and the Committee resolved that the two stakeholders be rescheduled on 14th Monday, July 2025.

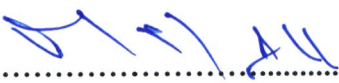
Further, the Committee resolved that stakeholders ought to be sending their submissions early enough to enable the secretariat draft a detailed brief to enable Members to interrogate the stakeholders effectively, in addition, In addition, receipt of letters to the stakeholders ought to be confirmed through email, calls to the contact persons or physically delivered and stamped received by the Office of the stakeholders.

MIN. NO.972/2025 **ANY OTHER BUSINESS**

There was no other business.

MIN. NO.973/2025 **ADJOURNMENT**

The meeting was adjourned at 11:00 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 167TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 14TH JULY, 2025 AT 10:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Betty Batuli Montet, MP | - Member |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Okiya Omtatah, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|----------------------------------|-------------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. James Lomenen Ekomwa, MP | -Vice-Chair |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Lorna Okatch | - Research Officer |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Emmanuel Were | - Media Relations Attache' |
| 8. Ms. Precious Maasai | -Legal Pupil |

IN ATTENDANCE

- | | |
|-------------------------|-------------------------------|
| 1. Dr. Macdonald Obudho | - DG, KNBS |
| 2. Dr. Jane Weru | - Director Corporate Services |
| 3. Ms. Rose Owino | - Senior Manager HRM&D |
| 4. Mr. Thadeus Odinga | - Ass. Manager Supply Chain |
| 5. Mr. David Marisia | - Ass. Manager HRM |

MIN. NO.974/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:30 a.m. Thereafter a word of prayer followed.

MIN. NO.975/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Beth Syengo, MP and seconded by Sen. Joseph Kamau, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) National Oil Corporation; and
 - ii) Kenya National Bureau of Statistics to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 210)
6. Date of the Next Meeting and Adjournment.

MIN. NO.974/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.975/2025 MEETING WITH KNBS & NATIONAL OIL CORPORATION.

The Committee met with **the Kenya National Bureau of Statistics (KNBS)** and was informed on-

- a) the demographic composition of employees of the KNBS in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by KNBS with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the KNBS in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Director General's submissions:

- ✓ The KNBS had an approved staff establishment of 701 with an inpost of 506 comprising of 322 (63.6%) male and 184 (36.4%) female making them compliant with the 30% Gender Rule.
- ✓ They had 10 PwD staff (1.97%).
- ✓ The age representation was such that the Youth 19-35 years were 190 (37.55%), 35-50 were 184 (36.36%) and officers above 51 years were 132 (26.09%).
- ✓ There are 31 tribes represented in the Organization with Kikuyu being the highest at 102 (20.2%) of the total workforce, Luo 84 (16.6%) and Luhya 60 (11.9%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

a. Gender Mainstreaming

- i. Disseminating and implementing the Gender Mainstreaming Policy;
- ii. Analyzed KNBS Gender Disaggregated data to gather information for planning purposes and Affirmative Action programmes to ensure that the ratio of men to women progressively adheres to the two-thirds (2/3) principle;
- iii. Implementation of Leadership Development Programs aimed at preparing women for leadership roles;
- iv. The Bureau treats all employees including women equally with regards to pay, benefits, transfers, training, education and welfare programs;
- v. The Bureau takes necessary measures to provide supporting welfare services to enable women to combine family obligations with work responsibilities. This is done through maternity leave, medical cover for maternity cases and flexi working hours for new mothers etc

b. Ethnic Diversity

- i. Applying progressively the principle that all ethnic communities are represented based on the population ratios;
- ii. Taking Affirmative Action measures to ensure proportionate representation of members of unrepresented and under-represented ethnic communities, minorities and marginalized groups.
- iii. Advertising available job vacancies to reach the diverse ethnic groups including using established channels like local newspapers, notice boards in County offices and the website
- iv. Adopting a shortlisting criterion that does not in any way disadvantage the diverse communities and groups;
- v. Creating awareness on the need for work place diversity;
- vi. Sensitizing staff on National Cohesion and National values .

c. Persons with Disabilities

- i. Disseminating and implementing the Disability Mainstreaming Policy;
- ii. Applying progressively the principle that at least five per cent (5%) of appointments in the Bureau comprise Persons with Disabilities;
- iii. Sharing vacancy advertisements in the National Council for Persons with Disabilities (NCPWD) Portal to enable them disseminate to their members;
- iv. Adopting shortlisting criteria that do not in any way disadvantage candidates with Disabilities either directly or indirectly;
- v. Providing reasonable accommodation for candidates with Disabilities to attend and participate effectively in the interview process including use of assistive and support devices such as sign language interpreter, braille, presence of personal aide;
- vi. Conducting orientation and induction programmes for Persons with Disabilities and providing them with information essential for performance of their jobs;
- vii. Sensitizing employees on Disability etiquette;
- viii. Providing Assistive devices to Persons with Disabilities and Guide allowance to staff with Disabilities;
- ix. Providing medical cover for staff with Disabilities and for staff with children with Disabilities with no age limit.

d. Youth Diversity

- i. Establishing attachment and mentorship programmes to offer college and university students opportunity to serve in KNBS during their study periods;
- ii. Affording opportunities for appointment, training and promotion of youthful employees to facilitate career progression;
- iii. Developing and implementing a succession management plan to attract, retain and progressively engage the youth at the workplace;
- iv. Deploying policies and practices to facilitate diversity in terms of age, skills, knowledge, experiences and leadership attributes;
- v. Implementing recruitment and selection policies and processes that are fair and equitable;
- vi. Developing exit management programmes to address the youth on entry and mobility.

Affirmative action measures being implemented by the KNBS in the promotion of special groups in recruitment and leadership

To address inclusivity, KNBS has implemented the following affirmative action measures:

- i. Applying the following principles progressively to ensure that:
 - a. At least five per cent (5%) of appointments in the Bureau comprise of persons with disabilities;
 - b. Not more than two-thirds (2/3) of employees are of the same gender;
 - c. Ethnic communities are represented based on the population ratios.
- ii. Leadership Development Programs aimed at preparing women for leadership roles;
- iii. Implementing Gender and Disability Mainstreaming Initiatives.

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

- I. Accessibility and Usability Audit by The National Council for Persons with Disabilities (NCPWD) aimed to evaluate the extent to which the Bureau's physical infrastructure, communication tools, digital platforms, and service delivery mechanisms are accessible to persons with disabilities.
- II. Gender Mainstreaming Activities and Reporting and submitted periodic reports to the State Department for Gender and Affirmative Action and the National Gender and Equality Commission (NGEC)
- III. Disability Mainstreaming Activities the KNBS has continued to implement and report on Disability mainstreaming activities to the National Council for Persons with Disabilities (NCPWD).
- IV. Evaluation of Compliance with the Values and Principles of Public Service Every financial year the Public Service Commission (PSC) conducts evaluations to assess adherence to the constitutional values and principles of public service, as enshrined in Article 232 of the Constitution of Kenya.

- V. Reporting on National Values and Principles of Governance KNBS has submitted annual reports to the Directorate of National Cohesion and Values detailing its efforts in promoting National Values and Principles of Governance.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget spent	Actual amount spent	Percentage
22/23	193,576,032.60	45,629,064.48	23.57
23/24	242,181,034	94,541,559	39.04
24/25 up to Q3	83,077,483	26,065,113	31.4

The Committee noted that;

1. That KNBS data on status of compliance with Section 53(6) of the public procurement and assets disposal act was incomplete, there was no proper breakdown for the allocations on specific special group.
2. KNBS advertises using myGov, Newspapers and social media
3. KNBS gets approximately 60 interns from Public Service Commission. Additionally, they have partners who sponsor young statisticians to work with KNBS.
4. The National Oil Corporation did not appear and requested to appear the next day, Tuesday, 14th July at 10:00am.

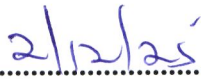
The Committee resolved that;

1. That KNBS sends data on AGPO within a week from the day of the meeting (Suppliers and allocation)
2. KNBS provides a detailed breakdown of recruitments, with long lists and short lists within a week
3. KNBS provides data on senior management in terms of gender and ethnicity.
4. That National Oil Corporation appears on Tuesday, 15th July at 10:00am.

MIN. NO.976/2025 ANY OTHER BUSINESS

- 1) Members considered various destinations for their foreign travel and the places that were proposed included; Switzerland, Turkey and Canada.
- 2) Members resolved to be updated on the Work Plan.

The meeting was adjourned at 1:07 p.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 168TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 15TH JULY, 2025 AT 10:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Betty Batuli Montet, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Okiya Omtatah, MP | - Member |
| 6. Sen. Joseph Githuku, MP | - Member |
| 7. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 8. Sen. Joyce Korir, CBS, MP | - Member |
|------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|-----------------------|------------------------------|
| 1. Mr. Ibrahim Leruk | - Principala Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lorna Okatch | - Research Officer |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Emmanuel Were | - Media Relations Attachee |

IN ATTENDANCE

- | | |
|-----------------------------|---------------------------------|
| 1. Mr. Leparan Ole Morintat | - CEO, National Oil Corporation |
| 2. Mr. Willis Anyango | - Human Resource Manager |
| 3. Mr. Sadam Swaleh | - P.A to the CEO |

MIN. NO.978/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:30 a.m. Thereafter a word of prayer followed.

MIN. NO.979/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by, Sen. Betty Montet, MP and seconded by Sen. Dan Maanzo, EBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting

4. Matters arising from the previous minutes
5. Meeting with the;
 - i) National Oil Corporation;
 - ii) Kenya Prisons Service; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 210); and
 - iii) Ministry of Lands, Public Works, Housing and Urban Development to deliberate on inclusivity in the state agencies.
6. A.O.B
7. Date of the Next Meeting and Adjournment.

MIN. NO.980/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.981/2025 MEETING WITH NATIONAL OIL CORPORATION,KENYA PRISONS SERVICE & MINISTRY OF LANDS.

The Committee met with **the National Oil Corporation** and was informed on-

- a) the demographic composition of employees of the Corporation in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of 268 with an inpost of 163 comprising of 98 (60.5%) male and 64 (39.5%) female making them compliant with the 30% Gender Rule.
- ✓ They had no PwD staff.
- ✓ The age representation was such that the Youth 19-35 years were 31 (19.13%), 35-50 were 100 (61.73%) and officers above 51 years were 31 (19.13%).
- ✓ There are 20 tribes represented in the Organization with Kikuyu being the highest at 31 (19%) of the total workforce, Luo 27 (17%), Luhya 22 (14%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- i. Implementation of the Human Resource Policies and Procedures Manual that provides for Equal Opportunity and Non-Discrimination and facilitates inclusivity in recruitment. The policy prohibits discrimination based on gender, disability, race, ethnicity, and other identities while ensuring fair recruitment, hiring, promotion, and compensation practices.
- ii. Implementation of the Gender Mainstreaming policy - the Corporation has established a fully-fledged gender Mainstreaming committee to address any gender related issues.
- iii. Implementation of the Disability Policy by the disability Mainstreaming Committee to coordinate all activities that ensures disability agenda are implemented and regular audits

Affirmative action measures being implemented by the KNBS in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- a. Training - Management had made a deliberate effort to support female staff through sponsorship to leadership training e.g. Senior Leadership Development Program, Senior Management Course despite the financial constraints faced.
- b. Appointing women to serve in top leadership positions.

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

As part of the FY 2023/24 Public Service Commission (PSC) evaluation of Values and Principles Compliance, the PSC carried out a diversity audit to assess representation status on gender, PWDs and ethnicity and made a three-year affirmative action projection

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget spent	Actual amount spent	Percentage
22/23	208,207,030.69	37,945,707.76	8.33
23/24	303,506,313.89	22,692,976.69	15.98
24/25	351,295,969.17	10,923,533	3

The Committee urged the corporation to progressively be inclusive and promote the interest of special groups.

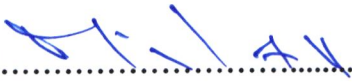
The Committee noted the nonappearance of the Kenya Prisons Service and the Ministry of Lands, Public Works, Housing and Urban Development and resolved that they be invited to appear at a later date.

MIN. NO.982/2025 ANY OTHER BUSINESS

There was no

MIN. NO.983/2025 ADJOURNMENT

The meeting was adjourned at 11:31 a.m.

Signed.....  Date..... 21/12/25

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 169TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 24TH JULY, 2025 AT 10:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Betty Batuli Montet, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principla Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Benard Sika | - SAA |
| 8. Mr. Emmanuel Were | - Media Relations Attache' |

IN ATTENDANCE

- | | |
|----------------------|----------------|
| 1. Dr. Rose Mkalama | - CEO, REREC |
| 2. Mr. Wilfred Oduor | - Manager, SCM |
| 3. Ms. Evelyn Koech | - Ag. GM, HRM |

MIN. NO.984/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:30 a.m. Thereafter a word of prayer followed.

MIN. NO.985/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP, and seconded by Sen. Joseph Githuku, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda

3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) Rural Electrification and Renewable Energy Corporation (REREC); and
 - ii) Geothermal Development Company; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 215)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

MIN. NO.986/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.987/2025 MEETING WITH REREC & GDC.

The Committee met with **the Rural Electrification and Renewable Energy Corporation** and was informed on-

- a) the demographic composition of employees of the Corporation in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of 1118 with an inpost of 655 comprising of 433 (66%) male and 222 (34%) female making them compliant with the 30% Gender Rule.
- ✓ They had 13 (2%) PwD staff.
- ✓ The age representation was such that the 21-30 years were 53 (8.02%), 31-40 were 302 (46.41%), 41 – 50 were 233 (35.75%) and officers above 51 years were 67 (10.32%).
- ✓ There are 29 tribes represented in the Organization with Kikuyu being the highest at 146 (22.29%) of the total workforce, Kalenjin 104 (15.88%), Luo 85 (12.98%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- i. Upgraded website to conform with Web Content Accessibility Guidelines (WCAG) on accessibility for persons with disabilities as guided by the National Council for Persons with Disability;

- ii. Provided appropriate Adaptive Technology for staff i.e large screen monitors to staff to avoid damage to the eyes;
- iii. Availled Information, Education and Communication (IEC) materials in alternative accessible formats: Audio, large print, video with captioning and sign language interpretation on our website;
- iv. Participation of PWDs in public forums like meetings, workshops, seminars, trainings and sensitizations;
- v. Facilitates sensitization and training on disability mainstreaming in the organization;
- vi. Conducted accessibility and usability audit for the Corporation;
- vii. Ensure progressive 5% of the total staff recruited/placed comprise persons with disabilities; and
- viii. Appointed a Disability Mainstreaming champion in the Corporation

Affirmative action measures being implemented by the KNBS in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- i. Posting of staff in the regional offices which are in the major towns.
- ii. Encouraging specific gender application during recruitment by ensuring that the advertisement contains the message for the gender that is encouraged to apply.
- iii. Encouraging persons from marginalized communities to apply for the vacant position and this is contained in the advertisement.

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

There was no audit done

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget spent	Actual amount spent	Percentage
22/23	2,466,319,746	768,699,718.04	31.17%
23/24	5,345,000,000	1,123,026,810.80	21%
24/25	11,046,683,710	2,770,041,648.19	25.07%

The Committee noted that;

- 1. REREC has interns from Public Service Commission.

2. On a need basis, the Corporation engages casual staff.
3. The Geothermal Development Company requested to reschedule their appearance to Tuesday 29th July.

The Committee resolved that REREC should;

1. Provide data on the latest recruitment specifically on gender, age, ethnicity and PWD. Further give a longlist and shortlist.
2. Provide data on interns and casual staff.
3. Provide Age segregation on the basis of the following age ranges 0- 35, 36 – 50, 50 – 60
4. A detailed report on AGPO clearly indicating the Total procurement budget, AGPO breakdown (Youth, Women and PWD) and the percentage
5. Use KNBS segregation of ethnic groups.

MIN. NO.988/2025 ANY OTHER BUSINESS

There was no any other business.

MIN. NO.989/2025 ADJOURNMENT

The meeting was adjourned at 11:31 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 170TH—SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 19TH AUGUST, 2025 AT 10:20AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Betty Batuli Montet, MP | - Member |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Joseph Githuku, MP | - Member |
| 5. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|----------------------------------|-------------|
| 6. Sen. Joyce Korir, CBS, MP | - Member |
| 7. Sen. James Lomenen Ekomwa, MP | -Vice-Chair |
| 8. Sen. Beth Syengo, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Ms. Brenda Wekesa | - Research Officer |
| 4. Mr. Walters Omondi | - Legal Counsel |
| 5. Mr. Benard Sika | - SAA |
| 6. Ms. Keziah Muthama | - Fiscal Analyst |
| 7. Ms. Violet Nalinya | - Media Relations Officer |

IN ATTENDANCE - KENYA REVENUE AUTHORITY

- | | |
|------------------------|-------------------------------------|
| 1. Ms. Nancy Ng'etich | - Ag, Commissioner, Shared Services |
| 2. Dr. Emma Omwenga | - DC, HR |
| 3. Mr. Benson Kiruja | - Ag, DC |
| 4. Ms. Grace Wandera | - DC |
| 5. Mr. George Kipyegon | - Manager |
| 6. Ms. Linda Onyango | - Media Liason |
| 7. Mr. Fredrick Kiamba | - Parliamentary Liason |
| 8. Ms. May Muthama | - Parliamentary Liason |
| 9. Ms. Melody Thamu | - Media Liason |
| 10. Ms. Sharon Kaluki | -Parliament Liason |

IN ATTENDANCE - GEOTHERMAL DEVELOPMENT COMPANY

- | | |
|----------------------|----------|
| 1. Mr. Paul Ngugi | - MD/CEO |
| 2. Ms. Irene Onyambu | - GM, CS |
| 3. Ms. Mariam Yunus | -MHRM |
| 4. Mr. Eric Wamanji | - Ag MCC |

5. Mr. Patrick Kapto
6. Mr. Daniel Mutinda

- M -SCM
-SHRO

MIN. NO.990/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:30 a.m. Thereafter a word of prayer followed.

MIN. NO.991/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP, and seconded by Sen. Joseph Githuku, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) Kenya Revenue Authority; and
 - ii) Geothermal Development Company; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 215)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

MIN. NO.992/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.993/2025

MEETING WITH KRA & GDC.

The Committee met with the **Kenya Revenue Authority** and noted with concern that the Commissioner General, Mr. Humphrey Wattanga was not able to appear due to urgent matters that needed his attention and further requested that Ms. Nancy Ng'etich, the Ag. Commissioner of Shared Services to represent him. The Committee resolved that the team from KRA goes back and to re-invite the Commissioner General to appear at a later date.

The Committee further, met with **the Geothermal Development Company** . The Committee noted that they submitted their documents before the meeting, owing to the fact that the documents were bulky and the need for a brief, the Committee resolved to invite them to appear at a later date.

MIN. NO.994/2025

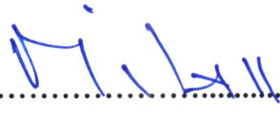
ANY OTHER BUSINESS

There was no any other business.

MIN. NO.995/2025

ADJOURNMENT

The meeting was adjourned at 11:40 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 171ST SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 21ST AUGUST, 2025 AT 10:20AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Betty Batuli Montet, MP | - Member |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Joseph Githuku, MP | - Member |
| 5. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|----------------------------------|--------------|
| 6. Sen. Joyce Korir, CBS, MP | - Member |
| 7. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 8. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relations Officer |
| 6. Ms. Brenda Wekesa | - Research Officer |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Benard Sika | - SAA |
| 9. Ms. Juliet Terry | - Media Relations Officer |

IN ATTENDANCE – EQUALIZATION FUND

- | | |
|----------------------|--------------------------|
| 1. Mr. Guyo Boru | - CEO, Equalization Fund |
| 2. Ms. Regina Dennis | - Director, HR |
| 3. Ms. Emily Muema | - Program Officer |

MIN. NO.996/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:30 a.m. Thereafter a word of prayer followed.

MIN. NO.997/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Joseph Githuku, MP, and seconded by Sen. Daniel Maanzo, EBS, MP.

AGENDA

1. Prayer;

2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) Equalization Fund; and
 - ii) LAPSSET; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 223)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

MIN. NO.998/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.999/2025 MEETING WITH EQUALIZATION FUND & LAPSSET.

The Committee met with **the Equalization Fund** and was informed on-

- a) the demographic composition of employees of the Corporation in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of 44 with an inpost of 28 comprising of 17 (61%) male and 11 (39%) female making them compliant with the 30% Gender Rule.
- ✓ They had 0 PwD staff.
- ✓ The age representation was such that the 25-35 years were 8 (28%), 36-45 were 15 (54%), 46 – 60 were 5 (18%) .
- ✓ There are 14 tribes represented in the Organization with Kikuyu being the highest at 5 (17.9%) of the total workforce, Gabra 4 (14.3%), Luo, Kamba and Kalenjin are 3 (10.7%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- i. Adherence to affirmative action policy in constituting the Board and secretariat

- ii. Policy pronouncements and commitments

Affirmative action measures being implemented by the KNBS in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- i. The youth are empowered through availing industrial attachment and internship opportunities
- ii. Public participation during project identification to ensure that the interest of all groups are catered for.
- iii. Establishment of County technical committees to provide oversight in project implementation

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

There are annual audits conducted.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget spent	Actual amount spent	Percentage
22/23	Not Provided	Not Provided	38.6%
23/24	Not Provided	Not Provided	33%
24/25	Not Provided	Not Provided	31.4%

The Committee noted that;

- 1. Equalization Fund does not recruit and all employees are seconded by the Permanent Secretary, National Treasury.
- 2. The organization is run independently and has a board.

The Committee resolved that Equalization Fund should;

- 1. Provide data on staff on short term contracts, the terms of the contract, demographic composition
- 2. Evidence of communication between the Fund and Public Service Commission to recruit.
- 3. A plan on how the Fund intends to fill the positions they currently have.
- 4. Data on money disbursed for counties and how the Fund ensures the money is used for the intended purpose

5. Provide data on interns and attaches'

6. A detailed report on AGPO clearly indicating the Total procurement budget, AGPO breakdown (Youth, Women and PWD) and the percentage

MIN. NO.1000/2025

ANY OTHER BUSINESS

- a) The Committee was informed on Statements pending before the Committee and resolved to prioritize them and write to relevant stakeholders to respond to the issues raised.
- b) It was reported that there was irregular recruitment largely from one community in Lamu County Assembly.
- c) Members were apprised on the status of the Turkey engagement.

MIN. NO.1001/2025

ADJOURNMENT

The meeting was adjourned at 11:20 a.m.

Signed.......... Date..........

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 172ND SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 16TH SEPTEMBER, 2025 AT 9:00AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Betty Batuli Montet, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 8. Sen. Joyce Korir, CBS, MP | - Member |
|------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|-----------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relations Officer |
| 6. Ms. Brenda Wekesa | - Research Officer |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Benard Sika | - SAA |
| 9. Ms. Juliet Terry | - Media Relations Officer |

IN ATTENDANCE - GEOTHERMAL DEVELOPMENT COMPANY

- | | |
|-------------------------|--------------------------|
| 1. Hon. Walter Nyambati | - Chairman, GDC |
| 2. Mr. Paul Nguru | - MD/CEO |
| 3. Ms. Irene Onyambu | - GM, Corporate Services |
| 4. Ms. Mariam Yunus | - Manager HR |
| 5. Mr. Stephen Busieney | - GM, Finance |
| 6. Mr. Patrick Kapto | - M, SCM |
| 7. Mr. Erick Wamanji | - Ag. MCC |
| 8. Ms. Penina Kibisu | - SCMO |
| 9. Mr. Ercik Oigo | - Admin |
| 10. Mr. Daniel Mutinda | - SHRO |

IN ATTENDANCE – KENYA PIPELINE COMPANY

- | | |
|-----------------------|--------------|
| 1. Mr. Joe Sang, EBS | - MD |
| 2. Ms. TM Ngira | - HR Manager |
| 3. Ms. Maureen Mwenje | - GMSC |

- | | |
|-------------------------|------------|
| 4. Ms. Gloria Khafafa | - LSM |
| 5. Mr. Japheth Aseka | - Ag. CSCO |
| 6. Ms. Nancy Rono | -Ag. SCM |
| 7. Mr. Andrew Kipkemboi | -CCM |

MIN. NO.1002/2025

PRELIMINARIES

The Chairperson called the meeting to order at 9:20 a.m. Thereafter a word of prayer followed.

MIN. NO.1003/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Batuli Montet, MP, and seconded by Sen. Daniel Maanzo, EBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) Geothermal Development Company; and
 - ii) Kenya Pipeline Company; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 224)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

MIN. NO.1004/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.1005/2025

MEETING WITH GEOTHERMAL DEVELOPMENT COMPANY AND KENYA PIPELINE COMPANY.

The Committee met with **the Geothermal Development Company** and was informed on-

- a) the demographic composition of employees of the Corporation in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of with an inpost of 903 comprising of 642 (71%) male and 261 (29%) female making them compliant with the 30% Gender Rule.
- ✓ They had 22 (2%) PwD staff.
- ✓ The age representation was such that the 20-30 years were 9 (1%), 31-40 were 383 (42.4%), 41 – 50 years were 410 (45.4%) and 51 -60 years were 102 (11.3%) .
- ✓ There are 18 tribes represented in the Organization with Kalenjin being the highest at 193 (21.37%) of the total workforce, Kikuyu 174 (19.27%) and Luhya 128 (14.17%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- i. Adherence to gender mainstreaming and disability policies on affirmative action.
- ii. GDC has put in place committees to spearhead activities for gender, disability and national cohesion and values.
- iii. Establishment and training of a sign language interpreter.
- iv. Posting vacancies on NCWPD career portal.
- v. Implementation of personal guide allowance.
- vi. Encouraging self-registration of PWDs on E- Citizen platform.
- vii. Submission of annual reports to NCWPD.
- viii. Ensuring participation Of PWDs in seminars and trainings.
- ix. Providing appropriate adaptive technology for PWDs in form of wheelchairs, braille displays, large monitors, clutches, lifts and non slip walkways.
- x. Availing information, education and communication materials in alternative accessible formats.

Affirmative action measures being implemented by the GDC in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- I. At senior management level, there are 8 female out of 22 staff.
- II. GDC has ensured gender balance representation in all its Committees where women are more than third of the membership.
- III. In the general distribution of staff, women comprise of 36%.
- IV. The Company in the FY 24/25 had 43 interns with male being 25 and female 18, they had 34 attaches with 22 being male and 12 female.

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

There are annual audits conducted by the Office of the Auditor General.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget spent	Actual amount spent	Percentage
22/23	533,732,787	220,585,560.25	%
23/24	1,011,979,905.40	221,545,551.48	%
24/25	3,681,150,726.00	288,522,030.08	%

The Committee noted and resolved that ;

1. GDC had recently recruited in the FY 25/26 and requested for data on the same.
2. Evidence of collaborating with NCWPD during recruitment.
3. Give proper details of monies from GoK and Donor funds and the breakdown of how it was used especially on AGPO.

The Committee met with **the Kenya Pipeline Company** and was informed on-

- a) the demographic composition of employees of the Corporation in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of with an inpost of 1288 comprising of 830 (64%) male and 458 (36%) female making them compliant with the 30% Gender Rule.
- ✓ They had 54 (4.19) PwD staff.
- ✓ The age representation was such that the 25-35 years were 111 (8.62%), 36-45 were 269 (20.88%), 46 – 60 were 897 (69.65%) and 60+ years were 11 (0.85).
- ✓ There are 26 tribes represented in the Organization with Kalenjin being the highest at 380 (29.50%) of the total workforce, Kikuyu 216 (16.77%), Luo 165 (12.81%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- I. Posting vacancies on NCWPD career portal.
- II. Promoting special groups in at the workplace.
- III. KPC ensures gender parity is maintained at all times

Affirmative action measures being implemented by the KPC in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- i. Over the last five years, KPC has promoted 670 staff in various grades, out of that 273 (40%) were women
- ii. In top management, out of 10, women consists of 6 (60%)
- iii. During that period, 67 youths were employed and 43 were promoted.
- iv. The Company also brings on board Graduate trainees every two years, at the moment the Company had engaged 44 interns and 30 graduate trainees.
- v. 22 out of 54 PWD staff were promoted. The Company also started a foundation called Inuka Foundation that sponsors 2 bright students who are PWD from each county and caters for their secondary and university education cost, Since inception the company has sponsored 735 students.

any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

There are annual audits conducted by the Office of the Auditor General and Kenya Pipeline Company had appeared before the National Assembly Committee on National Cohesion and Equal Opportunity and presented a report on the level of inclusivity in their recruitment process

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement Budget of AGPO	Actual amount spent	Percentage
22/23	286,293,524.48	469,838,497.86	164.11%
23/24	470,000,000.00	483,556,279.01	102.83%
24/25	135,971,292.00	242,104,778.24	178%

The Committee noted some challenges that supplies face;

MINUTES OF THE 175TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 28TH OCTOBER, 2025 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|-------------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair (Chairing) |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Consolata Wakwabubi, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Joseph Githuku, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 8. Sen. Joyce Korir, CBS, MP | - Member |
| 9. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Ms. Lorna Okatch | - Research Officer |
| 7. Mr. Bernard Marwara | - Sergeant at Arms |
| 8. Mr. Walters Omondi | - Legal Counsel |
| 9. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 10. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE - NKPCU

- | | |
|----------------------------|--------------|
| 1. Mr. Timothy Mirugi, EBS | - CEO, NKPCU |
| 2. CHRP Nyakol Peter | - DDHRM |
| 3. Ms. Martha Nyamaera | - PSCMO |

IN ATTENDANCE - TARDA

- | | |
|--------------------------|--------------|
| 1. Mr. Liban Duba | - CEO, TARDA |
| 2. Mr. David Kimayio | - DCS |
| 3. Ms. Gertrude Ngaruiya | - MHRSA |
| 4. Ms. Irene Ndavi | - DRPD |
| 5. Ms. Maureen Nyamai | - MLS |
| 6. Mr. Wycliffe Saru | - MSCM |

MIN. NO.1022/2025**PRELIMINARIES**

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO.1023/2025**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by , Sen. Daniel Maanzo, EBS, MP and seconded by Sen. James Lomenen, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the New Kenya Planters Cooperative Union and Tana and Athi River Development Authority (PAPER NO. 228)
6. Date of the Next Meeting and Adjournment.

MIN. NO.1024/2025**CONFIRMATION OF MINUTES**

This agenda item was deferred.

MIN. NO.1025/2025**MEETING WITH NEW KENYA PLANTERS COOPERATIVE UNION AND TANA AND ATHI RIVER DEVELOPMENT AUTHORITY.**

The Committee met with **the New Kenya Planters Cooperative Union** and was informed on-

- a) the demographic composition of employees of the NKPCU in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by NKPCU with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the NKPCU in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 100 staff with 66 (66%) male and 34 (34%) female making them compliant with the 30% Gender Rule.

- ✓ They had 1 PwD staff (1%).
- ✓ The age representation was such that below 30 years were 20 (20%) , 30- 45 years were 62 (62%), 40 -60 years 17 (17%) above 60 years were 1 (1%).
- ✓ There are 10 tribes represented in the Organization with Kikuyu being the highest at 42 (42%) of the total workforce, Kalenjin 15 (15%) and Luo 7 (7%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Inclusive recruitment policy that prioritizes qualified candidates from marginalized groups.
- b) Quota system; A voluntary internal target of 30% minimum representation for women, youth and PWDs in recruitment and promotions
- c) Disability friendly work environment; ramps, reserved parking, assistive devices
- d) Equal opportunity guidelines; embedded in NKPCU HR Manual.

Affirmative action measures being implemented by the Kenya Prisons Service in the promotion of special groups in recruitment and leadership

NKPCU had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities within the action

- a) There is a youth internship and apprenticeship program which has engaged 64 interns and attachees' since 2022
- b) Disability inclusion framework and also liasing with NCWPD

Additionally, the Fund had undertaken an internal HR audit IN 2025.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	AGPO Allocation	Total Procurement	Percentage
22/23	68,228,911	127,948,345	53.33
23/24	118,499,548	201,727,688.02	58.74
24/25	195,581,211	465,299,712.11	42.03

On recent recruitment activities 2022- 2025, NKPCU recruited 46 new staff and transitioned 54 employees to permanent and pensionable. NKPCU followed the following measures; merit based recruitment, positions filled and selection criteria which was competency based interviews and compliance with PSC guidelines.

The Committee noted and resolved that;

1. NKPCU informed the Committee that they liaise with NCWPD during recruitment to get a bigger pool of PWDs. The Committee requested that they send evidence of their engagement with NCWPD.
2. NKPCU to send a breakdown of communities since its inception.

The Committee met with **the Tana and Athi River Development Authority** and was informed on-

- a) the demographic composition of employees of the TARDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by TARDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the TARDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 286 staff, the approved establishment is 441 with 66 (54.2%) male and 34 (45.8%) female making them compliant with the 30% Gender Rule.
- ✓ They had 11 PwD staff (3.8%).
- ✓ The age representation was such that below 35 years and below were 170 (59.4%) , and above 55 were 54 (40.5%)
- ✓ There are 16 tribes represented in the Organization with Kikuyu being the highest at 95 (33.2%) of the total workforce, Kamba 46 (16%) and Luo 18 (6.29%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Implementation of legal and policy framework
- b) Inclusivity recruitment and appointment processes
- c) Capacity building and workplace support

Affirmative action measures being implemented by the TARDA in the promotion of special groups in recruitment and leadership

TARDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities within the action

- a) There is a youth internship and apprenticeship program which has engaged interns and attachees'
- b) PWDs are encouraged to apply for vacant positions during advertisement.
- c) Inclusion of women during recruitment and in management and leadership.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	AGPO Allocation	Total Procurement	Percentage
22/23	51,167,290	170,557,636	8.7
23/24	197,683,740	658,945,800	30
24/25	24,840,000	82,800,000	30

On recent recruitment activities 2022- 2025, TARDA has recruited 8 internal staff for the last three years.

The Committee noted and resolved that;

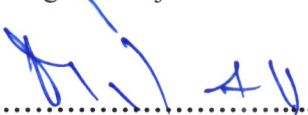
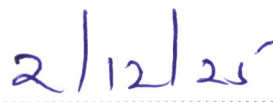
- a) TARDA to send interns and attachees' data segregated in terms of age, ethnicity and gender.
- b) TARDA to send data on AGPO contractors

MIN. NO.1026/2025 ANY OTHER BUSINESS

1. The Committee to visit Ethiopia by road at a later date.
2. The Committee to undertake a report writing retreat from 13th to 18th November, 2025 in Nakuru County.
3. The Committee to also undertake a county visit to Turkana County a later date.
4. The Committee to invite the National Honors and Awards committee in the Office of the President to look into how they have equally distributed the honors.

MIN. NO.1027/2025 ADJOURNMENT

The meeting was adjourned at 1:13 p.m.

Signed.....  Date..... 

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 176TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 14TH OCTOBER, 2025 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Consolata Wakwabubi, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Okiya Omtatah, MP | - Member |

ABSENT

- | | |
|---------------------------------|----------|
| 8. Sen. Joyce Korir, CBS, MP | - Member |
| 9. Sen. Betty Batuli Montet, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Habbakuk Tiony | - Clerk Assistant |
| 3. Ms. Lucianne Limo | - Media Relations Officer |
| 4. Ms. Lorna Okatch | - Research Officer |
| 5. Mr. Walters Omondi | - Legal Counsel |
| 6. Mr. Brian Ndindi | - Hansard and Audio |

IN ATTENDANCE – NATIONAL CRIME RESEARCH CENTRE

- | | |
|------------------------|------------------------------|
| 1. Dr. Mutuma Ruteere | - Director/CEO |
| 2. Mr. Ronald Ruwa | - PHRMO |
| 3. Mr. Kennedy Kwambai | - PSCMO |
| 4. Ms. Rose Weru | - Principal ICT Officer |
| 5. Mr. Simon Ndiritu | - Principal Internal Auditor |

MIN. NO.1016/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:25 a.m. Thereafter a word of prayer followed.

MIN. NO.1017/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP, and seconded by Sen. Beth Syengo, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the;
 - i) National Crime Research Centre; and
 - ii) Communications Authority of Kenya; to deliberate on the equal opportunities in employment in state agencies (PAPER NO. 227)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

MIN. NO.1018/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO.1019/2025

MEETING WITH NATIONAL CRIME RESEARCH CENTRE.

The Committee met with **the National Crime Research Centre** and was informed on-

- a) the demographic composition of employees of the Centre in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by Corporation with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;

- d) affirmative action measures being implemented by the Corporation in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Chief Executive Officer's submissions:

- ✓ The Corporation had an approved staff establishment of 134 with an in post of 23 comprising of 14 (61%) male and 9 (39%) female making them compliant with the 30% Gender Rule.
- ✓ They have no PwD staff.
- ✓ The age representation was such that the 30-39 were 8 (35%), 40 – 49 years were 10 (43%) and 50 -60 years were 5 (22%) .
- ✓ There are 9 tribes represented in the Organization with Kalenjin and Kikuyu being the highest at 6 (26%) respectively of the total workforce, Luo 3 (12%) and Meru 2 (8%)

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- i. Adherence to gender mainstreaming and disability policies on affirmative action.
- ii. NCRC has put in place committees to spearhead activities for gender, disability and national cohesion and values.
- iii. Posting vacancies on NCWPD career portal.
- iv. Encouraging self-registration of PWDs on E- Citizen platform.
- v. Availing information, education and communication materials in alternative accessible formats.

Affirmative action measures being implemented by the NCRC in the promotion of special groups in recruitment and leadership

To address inclusivity, the corporation has implemented the following affirmative action measures:

- I. At senior management level, there are 4 females out of 23 staff.
- II. In the general distribution of staff, women comprise of 39%.
- III. The Company in the FY 24/25 had 13 interns with male being 7 and female 6, they had 40 youths on Industrial attachment programme.

Any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The organization has only conducted internal audits and submitted documents to National Cohesion and Integration Commission and Public Service Commission.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Value of Non-Specialized Contracts (Kshs)	Value Awarded to AGPO Groups (Kshs)	30% AGPO Target	Percentage	Remarks
2022/2023	8,367,290.00	2,840,130.00	1,648,140.00	34%	Complaint
2023/2024	8,779,540.00	6,682,352.00	2,633,862.00	76%	Complaint
2024/2025	5,493,800.00	2,510,187.00	3,458,275.00	46%	Complaint

The Committee resolved that National Crimes Research Centre should;

1. Provide letters addressing audits to PPRA, PSC and NCIC.
2. Provide demographics of interns they currently have.
3. In the current ongoing recruitment, they should consider PwD inclusion, representation in 24-29 years age group and lower the representation of the two communities at 52%.

The Committee further noted the non-appearance of the **Communications Authority of Kenya** who requested to appear at a later date.

MIN. NO.1020/2025 **ANY OTHER BUSINESS**

The Committee resolved as follows;

1. To write to the Communications Authority of Kenya to appear on 28th October 2025.

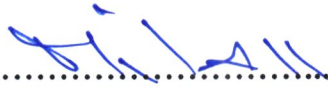
2. To write summons to the Principal Secretary, State Department of Housing to appear on 30th October 2025 at 9:00 am.
3. To conduct a peace and reconciliation meeting in Turkana County, West Pokot and Marsabit Counties in the first week of November 2025.
4. To undertake visit to the Institutions in East Africa Community within the Committees mandate in Arusha, Tanzania during the next recess period.

MIN. NO.1021/2025

ADJOURNMENT

The meeting was adjourned at 12:25 p.m.

Signed.....



Date.....



(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 178TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 4TH NOVEMBER, 2025 AT 10:45AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|---------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Joyce Korir, CBS, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member (Chairing) |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Joseph Githuku, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member (Virtual) |
| 9. Sen. Consolata Wakwabubi, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Bernard Marwara | - Sergeant at Arms |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 8. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – CENTRAL RIFT VALLEY WATER WORKS DEVELOPMENT AGENCY

- | | |
|---------------------------|--------------|
| 1. Mr. Douglas | -CEO |
| 2. Hon. Dr. Daniel Tuitok | -Director |
| 3. Ms. Leah Tanui | -Director HR |
| 4. Mr. William Sakuda | - MSCM |
| 5. Ms. Lilian Chepchumna | -AM-HR |
| 6. Ms. Caren Lagat | -MLS |

MIN. NO. 1047/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:45 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1041/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Betty Montet, MP and seconded by Sen. James Lomenen Ekomwa, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Ewaso Ngi'iro South Development Authority, Coast Water Works Development Authority and Central Rift Water Works Development Authority to deliberate on the equal opportunities in employment in state agencies. (PAPER NO. 230)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1042/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1043/2025

CENTRAL RIFT WATER WORKS DEVELOPMENT AUTHORITY.

The Committee met with **the Central Rift Water Works Development Authority (CRWWDA)** and was informed on-

- a) the demographic composition of employees of the CRWWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by CRWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the CRWWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 34 staff with 19 (55.88%) male and 15 (44.11%) female making them compliant with the 30% Gender Rule.
- ✓ They had 1 PwD staff (3%).

- ✓ The age representation was such that 18 - 35 years were 7 (21%) , 36- 49 years were 9 (26%), 50 -60 years 18 (54%) .
- ✓ There are 8 tribes represented in the Organization with Kalenjin being the highest at 20 (58.8%) of the total workforce, Kikuyu 5 (14.5%) and Luhya, Maasai and Kamba are 2 each (5.8%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) CRWWDA adheres to the Constitution of Kenya and other relevant laws to promote diversity and ensure equitable representation of special groups.
- b) Ensuring inclusivity in recruitment and employment

Affirmative action measures being implemented by the ENSDA in the promotion of special groups in recruitment and leadership

CRWWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Formation of an affirmative action committee
- b) Implementation of a diversity management policy

Additionally, CRWWDA had done an internal audit using the National Cohesion and Integration Commission tool and submitted the same to the Commission

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	232,000,000	33,945,127	
23/24	139,000,000	64,429,268.50	
24/25	106,650,000	47,837,837	

On recent recruitment activities 2022- 2025, CRWWDA is in the process of recruiting 14 new staff.

The Committee noted and resolved that;

1. CRWWDA is in the process of recruiting 14 staff, the Committee asked that they send a long list and shortlist after the recruitment is done.
2. Segregated data on interns both internal and from PSC and attachees .

MIN. NO.1044/2025

ANY OTHER BUSINESS

1. None

MIN. NO.1045/2025 **ADJOURNMENT**

The meeting was adjourned at 11:20 a.m.

Signed:.....

Date: 29/10/2025

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 177TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 4TH NOVEMBER, 2025 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|-------------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair (Chairing) |
| 3. Sen. Joyce Korir, CBS, MP | - Member (Virtual) |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member (Virtual) |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member (Virtual) |
| 7. Sen. Joseph Githuku, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member (Virtual) |

ABSENT

- | | |
|---------------------------------|----------|
| 9. Sen. Consolata Wakwabubi, MP | - Member |
|---------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Bernard Marwara | - Sergeant at Arms |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – KENYAN HIGH SCHOOL STUDENTS

- | | |
|------------------------|--|
| 1. Ms. Nanteza Uziza | - Chairperson, Editorial team, Kianda School |
| 2. Mr. Briden Walter | - Chairman 2R, Alliance High School |
| 3. Mr. Reuben Makolo | - Vice Chairman, Smithhouse, Alliance High School |
| 4. Mr. Nathan Wanyonyi | - Class President, Chinese Class, Starehe Boys' Centre |

IN ATTENDANCE - ENNDA

- | | |
|---------------------------|---------------------------|
| 1. Dr. Ali Ibrahim Hassan | - MD, ENNDA |
| 2. Mr. Hussein Boru | - Manager, HRM/D |
| 3. Mr. Abdilatif M. Jarso | - Principal Legal Officer |

IN ATTENDANCE - TAWWDA

- | | |
|---------------------------|----------------------|
| 1. Hon. Regina Ndambuki | -Chairperson, TAWWDA |
| 2. Mr. Francis Kyalo Siva | - Ag. CEO, TAWWDA |
| 3. Mr. Ronald Oyagi | -MILS |
| 4. Mr. Lamet Maika | -M-SCM |
| 5. Ms. Catherine Munyao | -MHRM/D |

MIN. NO. 1035/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1036/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Daniel Maanzo, EBS, MP and seconded by Sen. James Lomenen, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Ewaso Ng'iro North Development Authority, Kerio Valley Development Authority and Tanathi Water Works Development Agency to deliberate on the equal opportunities in employment in state agencies. (PAPER NO. 229)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1037/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1038/2025 MEETING WITH THE EWASO NG'IRO NORTH DEVELOPMENT AUTHORITY, KERIO VALLEY DEVELOPMENT AUTHORITY AND TANATHI WATER WORKS DEVELOPMENT AGENCY.

The Committee met with the Ewaso Ng'iro North River Basin Development Authority (ENNDA) and was informed on-

- a) the demographic composition of employees of the ENNDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;

- c) the status of compliance by ENNDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the ENNDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 195 staff with 126 (64.62%) male and 69 (35.38%) female making them compliant with the 30% Gender Rule.
- ✓ They had 17 PwD staff (8.72%).
- ✓ The age representation was such that 20 - 35 years were 40 (20.51%) , 36- 45 years were 71 (36.41%), 46 -55 years 62 (31%) above 56 years were 22 (11.28%).
- ✓ There are 24 tribes represented in the Organization with Borana being the highest at 53 (27%) of the total workforce, Kenyan Somali 28 (14%) and Degodia 23 (11.79%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Their workforce comprises of 35.38% women, 20.51% youth and 8.72% PWDs which is over and above the statutory and legal requirement.
- b) Their advertisement for vacant positions has a caption that encourages the special groups to apply.
- c) Special groups are considered in recruitment, promotion, trainings and any other opportunities.
- d) The authority conducts baseline surveys to determine the percentage of PWDs in their workforce and submits annual reports to PSC on compliance with diversity and inclusion standards.

Affirmative action measures being implemented by the ENNDA in the promotion of special groups in recruitment and leadership

ENNDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) There is a three year Affirmative Action Plan (2024-2027) which seeks to ensure that diversity, equality and inclusion.
- b) Providing adequate and equal opportunities for appointment, training and advancement at all levels of the public service of men and women, members of all ethnic groups and PWDs

Additionally, ENNDA conducts baseline surveys to determine the percentage of PWDs in their workforce and submits annual reports to PSC on compliance with diversity and inclusion standards.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	486,100,000	145,830,000	52.70
23/24	995,004,507	298,501,353	49.58
24/25	398,109,643	180,977,232	49.63

On recent recruitment activities 2022- 2025, ENNDA recruited 9 new staff. The employees were recruited internally from the interns who had been deployed to the Authority by the PSC.

The Committee noted and resolved that;

1. ENNDA has engaged attachee's and they have interns deployed from Public Service Commission.
2. The Committee was pleased with the percentage of PWD staff that is at 8.72%.
3. Provide evidence of the PWD staffers, the names and certificates.

The Committee met with **the TanAthi Water Works Development Agency (TAWWDA)** and was informed on-

- a) the demographic composition of employees of the TAWDDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by TAWDDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the TAWDDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 47 staff; with 34 (72.34%) male and 13 (27.6%) female making them compliant with the 30% Gender Rule.
- ✓ They had 0 PwD staff (0%).
- ✓ The age representation was such that below 39 years and below were 16 (33.4%) ,40 – 54 were 26 (56%) and above 55 – 60 were 5 (10.6%)
- ✓ There are 9 tribes represented in the Organization with Kamba being the highest at 29 (61.7%) of the total workforce, Maasai 6 (12.77%) and Luo and Kalenjin 3 (6.38%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) TAWWDA advertises vacant positions through ‘My Gov’ newspaper and through its website with a note that the agency is an equal opportunity employer committed to diversity, equity and inclusion and encourages special groups to apply.

Affirmative action measures being implemented by the TAWDDA in the promotion of special groups in recruitment and leadership

TAWWDA is waiting for approval of the reviewed Human Resource Instruments with PSC, thereafter the agency intends to get approvals to fill vacant gaps which will target special groups.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	AGPO Allocation	Total Procurement	Percentage
22/23	64,677,675.43	215,071,700	
23/24	31,444,692.49	66,276,765.49	
24/25	57,554,424.52	109,736,000	

On recent recruitment activities 2022- 2025, TAWWDA has recruited 9 staff from 2021 to 2025 , 2 Kalenjins, 5 kambas, 1 Meru and 1 Luo.

The Committee noted and resolved that;

- a) There have never been any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process.
- b) TAWDDA had wrongly calculated AGPO percentages and were asked to send proper figures of AGPO percentages.
- c) Provide evidence of engagement with PPRA

- d) TAWDDA requests PSC and NCIC to audit them for compliance on matters inclusivity.

MIN. NO.1039/2025

ANY OTHER BUSINESS

1. None

MIN. NO.1040/2025

ADJOURNMENT

The meeting was adjourned at 1:20 p.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 179TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 4TH NOVEMBER, 2025 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|---------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Joyce Korir, CBS, MP | - Member (Virtual) |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member (Chairing) |
| 7. Sen. Joseph Githuku, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member (Virtual) |
| 9. Sen. Consolata Wakwabubi, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Bernard Marwara | - Sergeant at Arms |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 8. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – EWASO NG'IRO SOUTH DEVELOPMENT AUTHORITY

- | | |
|-------------------------|--------------|
| 1. Mr. Samuel Kutata | -Chairperson |
| 2. Mr. Ngala Oloiptip | -MD |
| 3. Mr. Richard Tankille | -Director HR |

MIN. NO. 1046/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1047/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Joseph Githuku, MP and seconded by Sen. Joyce Korir, CBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Ewaso Ngi'iro South Development Authority, Coast Water Works Development Authority and Central Rift Water Works Development Authority to deliberate on the equal opportunities in employment in state agencies. (PAPER NO. 230)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1048/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1049/2025

MEETING WITH THE EWASO NG'IRO SOUTH DEVELOPMENT AUTHORITY, COAST WATER WORKS DEVELOPMENT AUTHORITY AND CENTRAL RIFT WATER WORKS DEVELOPMENT AUTHORITY.

The Committee met with **the Ewaso Ng'iro South Development Authority (ENSDA)** and was informed on-

- a) the demographic composition of employees of the ENSDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by ENSDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the ENSDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 247 staff with 158 (63.97%) male and 89 (36.03%) female making them compliant with the 30% Gender Rule.
- ✓ They had 4 PwD staff (1.61%).
- ✓ The age representation was such that 20 - 35 years were 99 (40.08%) , 36- 45 years were 80 (32.39%), 46 -55 years 55 (22.27%) above 56 years were 13 (5.26%).

- ✓ There are 12 tribes represented in the Organization with Maasai being the highest at 175 (70.9%) of the total workforce, Kalenjin 19 (7.7%) and Kikuyu 16 (6.50%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) ENSDA adheres to the Constitution of Kenya and other relevant laws to promote diversity and ensure equitable representation of special groups.
- b) The staff composition comprises 26.03% women, 40.08% youth and 1.61% PWDs.
- c) Strict adherence to the Human Resource Policies and Procedures Manual.

Affirmative action measures being implemented by the ENSDA in the promotion of special groups in recruitment and leadership

ENSDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Development and review of policies
- b) Establishment of Institutional Committees.
- c) Empowerment, training and Leadership opportunities for women and Persons with disabilities.
- d) Youth empowerment and capacity building.
- e) Inclusive recruitment and representation.
- f) Creation of a conducive and inclusive work environment.

Additionally, ENSDA was evaluated by the Public Service Commission under the values and principles compliance evaluation report

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23			
23/24			
24/25			

On recent recruitment activities 2022- 2025, ENSDA recruited 33 new staff. The employees were recruited internally from the interns who had been deployed to the Authority by the PSC and external sources through publicly advertised vacancies.

The Committee noted and resolved that;

1. The Committee was not satisfied by the response from ENSDA and especially on the AGPO presentation, staff in the management, the Committee therefore resolved that they leave and appear at a later date with a more detailed response.

MIN. NO.1050/2025

ANY OTHER BUSINESS

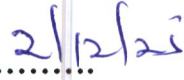
1. None

MIN. NO.1051/2025

ADJOURNMENT

The meeting was adjourned at 1:20 p.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 180TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 4TH NOVEMBER, 2025 AT 11:30AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|---------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Joyce Korir, CBS, MP | - Member |
| 4. Sen. Daniel Maanzo, EBS, MP | - Member (Chairing) |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Joseph Githuku, MP | - Member |
| 8. Sen. Okiya Omtatah, MP | - Member (Virtual) |
| 9. Sen. Consolata Wakwabubi, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Bernard Marwara | - Sergeant at Arms |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 8. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – COAST WATER WORKS DEVELOPMENT AGENCY

- | | |
|------------------------|-------------------------|
| 1. Dr. Daniel Mwaringa | -Chairperson |
| 2. Mr. Hamud Mguza | -CEO |
| 3. Mr. James Muchiri | -Ag. Deputy Director HR |

MIN. NO. 1052/2025

PRELIMINARIES

The Chairperson called the meeting to order at 11:30 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1053/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Coast Water Works Development Authority to deliberate on the equal opportunities in employment in state agencies. (PAPER NO. 231)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1054/2025 CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1055/2025 COAST WATER WORKS DEVELOPMENT AUTHORITY.

The Committee met with **the Coast Water Works Development Authority (CWWDA)** and was informed on-

- a) the demographic composition of employees of the CWWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by CWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the CWWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 158 staff with 128 (81%) male and 30 (19%) female making them non compliant with the 30% Gender Rule.
- ✓ They had 1 PwD staff (0.6%).
- ✓ The age representation was such that 18 - 35 years were 23 (14.6%) , 36- 50 years were 85 (53.8%), 51 -60 years 50 (31.6%) .
- ✓ There are 18 tribes represented in the Organization with Mijikenda being the highest at 96 (61%) of the total workforce, Kamba 16 (10%) and Taita are 11 (7%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Collaborating and implementation of Public Service Commission affirmative action programs
- b) Conducting workforce analysis to identify areas with vacant positions
- c) Development of diversity, equity and inclusion policies
- d) Capacity building and internal career advancement initiatives
- e) Work environment improvement
- f) Collaboration with key stakeholders

Affirmative action measures being implemented by the CWWDA in the promotion of special groups in recruitment and leadership

CWWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Compliance with the identified areas of improvement and mainstreaming diversity, equality and inclusion.

Additionally, CWWDA has been audited by the Public Service Commission on values and principles evaluation

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	257,670,000	58,485,063.66	22.69
23/24	735,408,000	174,713,298.00	23.75
24/25	656,052,000	213,515,729.86	32.54

On recent recruitment activities 2022- 2025, CWWDA is in the process of recruiting 14 new staff.

The Committee noted and resolved that;

- 1. CWWDA to provide evidence of engagement with NCWPD.
- 2. Provide the names of people in top management

MIN. NO.1056/2025

ANY OTHER BUSINESS

- 1. None

MIN. NO.1057/2025

ADJOURNMENT

The meeting was adjourned at 1:30 p.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 182ND SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 6TH NOVEMBER, 2025 AT 10:40AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|--------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, CBS, MP | - Member |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Beth Syengo, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member (Virtual) |
| 7. Sen. Consolata Wakwabubi, MP | - Member |

IN ATTENDANCE

- | | |
|----------------------------------|-------------|
| 1. Sen. James Lomenen Ekomwa, MP | -Vice-Chair |
| 2. Sen. Betty Batuli Montet, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Bernard Marwara | - Sergeant at Arms |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Ms. Brenda Wekesa | -Research Officer |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – NORTHERN WATER WORKS DEVELOPMENT AGENCY

- | | |
|-------------------------|----------------|
| 1. Mr. Andrew Rage | -CEO |
| 2. Eng. Nelson Maritim | -GM, ID |
| 3. CPA. Amina Issah | -FAM |
| 4. Dr. Benedict Kimwake | - MSCM |
| 5. Ms. Arfon Osman | -Head HR |
| 6. Mr. Ismail Mohamed | -Legal officer |

MIN. NO. 1057/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:45 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1058/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Beth Syengo, MP and seconded by Sen. Daniel Maanzo, EBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Northern Water Works Development agency. (PAPER NO. 236)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1059/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1060/2025

NORTHERN WATER WORKS DEVELOPMENT AGENCY.

The Committee met with **the northern water works development agency (NWWDA)** and was informed on-

- a) the demographic composition of employees of the NWWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by NWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the NWWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 44 staff with 28 (64%) male and 16 (36%) female making them compliant with the 30% Gender Rule.
- ✓ They had 2 PwD staff (5%).

- ✓ The age representation was such that 20 - 35 years were 16 (36.4%) , 36- 49 years were 20 (45.4%), 51 -55 years 2 (4.6%), 56 and above were 6 (13.6%) .
- ✓ There are 10 tribes represented in the Organization with Somali being the highest at 19 (43.2%) of the total workforce, Kamba 9 (20.5%) and Borana are 4 (9.1%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) NWWDA adheres to the Constitution of Kenya and other relevant laws to promote diversity and ensure equitable representation of special groups.
- b) Ensuring that PWDs are adequately facilitated
- c) Ensuring inclusivity in recruitment and employment

Affirmative action measures being implemented by the NWWDA in the promotion of special groups in recruitment and leadership

NWWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Broad dissemination of advertisement.
- b) Explicitly indicating in all adverts that special groups are encouraged to apply.
- c) Complying with AGPO
- d) Giving internship and attachment opportunities to students.
- e) Equal training opportunities to women
- f) Gender mainstreaming and gender based violence policies.

Additionally, NWWDA had done an internal audit and submitted to the national cohesion and equal opportunity committee of the national assembly on 27th June, 2023.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	895,100,000	273,122,566	
23/24	1,277,170,000	386,712,011.28	
24/25	606,670,000	386,712,011.28	

On recent recruitment activities 2022- 2025, NWWDA has recruited 8 new staff

The Committee noted and resolved that;

1. The documents were well prepared and commended the Agency, further, the Committee urged them to keep being compliant with the law

MIN. NO.1061/2025

ANY OTHER BUSINESS

1. None

MIN. NO.1062/2025

ADJOURNMENT

The meeting was adjourned at 11:20 a.m.

Signed:.....

Date: 2/12/25

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 183RD SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 6TH NOVEMBER, 2025 AT 11:30AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|--------------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, CBS, MP | - Member |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Beth Syengo, MP | - Member |
| 5. Sen. Joseph Githuku, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member (Virtual) |
| 7. Sen. Consolata Wakwabubi, MP | - Member |

IN ATTENDANCE

- | | |
|----------------------------------|-------------|
| 1. Sen. James Lomenen Ekomwa, MP | -Vice-Chair |
| 2. Sen. Betty Batuli Montet, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Bernard Marwara | - Sergeant at Arms |
| 6. Mr. Walters Omondi | - Legal Counsel |
| 7. Ms. Brenda Wekesa | -Research Officer |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY.

- | | |
|-------------------------|----------------|
| 1. Mr. Andrew Rage | -CEO |
| 2. Eng. Nelson Maritim | -GM, ID |
| 3. CPA. Amina Issah | -FAM |
| 4. Dr. Benedict Kimwake | - MSCM |
| 5. Ms. Arfon Osman | -Head HR |
| 6. Mr. Ismail Mohamed | -Legal officer |

MIN. NO. 1063/2025

PRELIMINARIES

The Chairperson called the meeting to order at 11:35 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1064/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Consolata Wakwabubi, MP and seconded by Sen. Daniel Maanzo, EBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Lake Victoria North Water Works Development Agency. (PAPER NO. 237)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1065/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1066/2025

LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY

The Committee met with **the Lake Victoria North Water Works Development Agency (LVNWDA)** and was informed on-

- a) the demographic composition of employees of the LVNWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by LVNWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the LVNWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 62 staff with 45 (72.6%) male and 17 (27.4%) female making them compliant with the 30% Gender Rule.
- ✓ They had 1 PwD staff (1.6%).

- ✓ The age representation was such that 18 - 35 years were 17 (27.4%) , 36- 50 years were 31 (50%), 51 -60 years 14 (22.6%).
- ✓ There are 7 tribes represented in the Organization with Luhya being the highest at 36 (58.1%) of the total workforce, Kalenjin (11%) and Luo are 9 (14.5%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) Development of mainstreaming policy.
- b) Establishment and training of disability mainstreaming committee
- c) Review of the agency human resource instruments
- d) Ensuring inclusive recruitment of special groups
- e) Website conformity and accessibility to PWDs
- f) Enhanced work environment for PWDs
- g) Accessible information and communication
- h) Establishment of gender mainstreaming committee.
- i) Internship and attachment opportunities

Affirmative action measures being implemented by the LVNWDA in the promotion of special groups in recruitment and leadership

LVNWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Adoption of affirmative action policies that prioritize recruitment and promotion of special groups
- b) Ensuring representation in leadership and decision making positions.
- c) Conducting sensitization forums for special groups
- d) Internship and attachment opportunities
- e) Provision of reasonable accommodation
- f) Ensuring gender balance in all committees and key agency activities
- g) Equal opportunities for training and development
- h) Continuous training and sensitization on gender mainstreaming

Additionally, LVNWDA had done been audited by;

1. Office of the Auditor General
2. National Assembly Committee on National Cohesion and equal opportunity
3. Public Service Commission

4. National Council for Persons with Disability Accessibility audit
5. Internal Audit assessments.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	291,052,315	91,172,181	31.3
23/24	637,597,642	262,622,157	41.18
24/25	263,017,875	219,040,617	83

On recent recruitment activities 2022- 2025, LVNWDA has recruited 2 new staff.

The Committee noted and resolved that;

1. During their next recruitment, the Committee urged them to consider special groups.

MIN. NO.1067/2025

ANY OTHER BUSINESS

1. None

MIN. NO.1068/2025

ADJOURNMENT

The meeting was adjourned at 12:25 p.m.

Signed:.....

Date:

2/12/25

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 185TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 11TH NOVEMBER, 2025 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joseph Githuku, MP | - Member |
| 3. Sen. Consolata Wakwabubi, MP | - Member |

ABSENT

- | | |
|----------------------------------|--------------|
| 4. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 5. Sen. Joyce Korir, CBS, MP | - Member |
| 6. Sen. Daniel Maanzo, EBS, MP | - Member |
| 7. Sen. Betty Batuli Montet, MP | - Member |
| 8. Sen. Beth Syengo, MP | - Member |
| 9. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Bernard Marwara | - Sergeant at Arms |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee |

IN ATTENDANCE – NORTH RIFT VALLEY WATER WORKS DEVELOPMENT AGENCY

- | | |
|------------------------|---------------------------|
| 1. Mr. Edwin Rotich | - CEO |
| 2. Mr. Sammy Kigen | - MRDS |
| 3. Mr. Isaac Chirchir | - MSCM |
| 4. Ms. Maleya Omondi | - PIA |
| 5. Ms. Dianarose Monda | - Accountant |
| 6. Ms. Sharon Adhiambo | - Engineer |
| 7. Ms. Miriam Choge | - Manager, HRM |
| 8. Mr. Kabol Kevin | - Supply Chain Management |
| 9. Mr. Titus Chesire | - Ag. Manager Finance |

MIN. NO. 1075/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1076/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Joseph Githuku, MP and seconded by Sen. Consolata Wakwabubi, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the North Rift Valley Water Works Development Agency(PAPER NO. 230)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1077/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 1078/2025
DEVELOPMENT AGENCY

NORTH RIFT VALLEY WATER WORKS

The Committee met with **the North Rift Valley Water Works Development Agency (NRVWWDA)** and was informed on-

- a) the demographic composition of employees of the NRVWWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by NRVWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the NRVWWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 31 staff with 20 (64.52%) male and 11 (35.38%) female making them compliant with the 30% Gender Rule.
- ✓ They had 2 PwD staff (6.45%).
- ✓ The age representation was such that 18- 35 years were 18 (58.06%) , 36- 50 years were 12 (38.71%), above 50 years were 1 (3.23%).
- ✓ There are 8 tribes represented in the Organization with Kalenjin being the highest at 18 (58.06%) of the total workforce, Kikuyu 3 (9.68%) and Kisii 23 (6.45%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) The agency has developed and implemented diversity policy.
- b) The agency puts a rider on recruitment adverts indicating special groups are encouraged to apply.
- c) The agency ensures that all adverts are copied to the NCWPD.
- d) The agency provides sign language interpreter during interviews and has a module on the website that enlarges prints for physically impaired people.

Affirmative action measures being implemented by the NRVWWDA in the promotion of special groups in recruitment and leadership

NRVWWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Wide circulation of advertisements.
- b) Internship and attachment programs.
- c) The agency provides sign language interpreter during interviews and has a module on the website that enlarges prints for physically impaired people.

Additionally, NRVWWDA is annually audited by the Office of the Auditor General.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	337,223,000	106,658,327	
23/24	1,127,950,000	283,846,618	
24/25	1,333,418,864	990,739,298	

On recent recruitment activities 2022- 2025, NRVWDA recruited 26 new staff.

MIN. NO.1079/2025

ANY OTHER BUSINESS

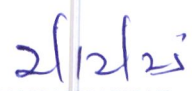
1. None

MIN. NO.1080/2025

ADJOURNMENT

The meeting was adjourned at 9:30 a.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 185TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 11TH NOVEMBER, 2025 AT 9:35AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Joseph Githuku, MP | - Member |
| 5. Sen. Consolata Wakwabubi, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member |
| 7. Sen. Betty Batuli Montet, MP | - Member |
| 8. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 9. Sen. Joyce Korir, CBS, MP | - Member |
|------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Bernard Marwara | - Sergeant at Arms |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – KENYA FOREST SERVICE

- | | |
|--------------------------|---------------------|
| 1. Mr. Alex Lemarkoko | -CEO |
| 2. Ms. Veronica Nyambura | -PHRMO |
| 3. Ms. Caroline Wangui | -RMA |
| 4. Mr. Wilson Tonkei | -Snr. Admin Officer |

MIN. NO. 1081/2025

PRELIMINARIES

The Chairperson called the meeting to order at 10:00 a.m. Thereafter followed by a word of prayer.

The agenda of the meeting was adopted after being proposed by , Sen. Joseph Githuku, MP and seconded by Sen. Consolata Wakwabubi, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Kenya Forest Service to deliberate on the equal opportunities in employment agencies. (PAPER NO. 230)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1083/2025**CONFIRMATION OF MINUTES**

This agenda item was deferred.

MIN. NO. 1084/2025**KENYA FOREST SERVICE.**

The Committee met with **the Kenya Forest Service (KFS)** and was informed on-

- a) the demographic composition of employees of the KFS in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by KFS with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the KFS in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 6263 staff with 1611 (26%) male and 4652 (74%) female making them compliant with the 30% Gender Rule.
- ✓ They had 43 PwD staff (0.68%).
- ✓ The age representation was such that 18- 30 years were 2786 (44%) , 31- 45 years were 1978 (31.58%), 46 – 60 Years were 1489 (23,78%) , 61 – 65 years were 10 (0.16%).

- ✓ There are 43 tribes represented in the Organization with Kalenjin being the highest at 1594 (25.45%) of the total workforce, Kikuyu 1015 (16.21%) and Luo 562 (8.9%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) There is gender mainstreaming balance.
- b) Inclusive shortlisting criteria.
- c) There is oversight and accountability to ensure fairness and compliance.
- d) Transparent recruitment process.
- e) Providing the required resources for PWDs (washrooms, ramps, braille, mobility etc)

Affirmative action measures being implemented by the KFS in the promotion of special groups in recruitment and leadership

KFS had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Structured training and mentorship programs aimed at enhancing the professional growth in special groups
- b) Deliberate measures to promote gender balance within senior management
- c) PWDs are provided with reasonable accommodation throughout recruitment, deployment and promotion

Additionally, KFS has not conducted any audits or assessments in the last 3 years.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	368,205,342	176,432,455	47.9
23/24	1,511,422,044	652,560,272	43.2
24/25	729,609,008	145,780,186	20

On recent recruitment activities 2022- 2025, KFS recruited 3071 new staff. Due process was followed to recruit.

The Committee noted and resolved that;

1. The agency had recently recruited, the committee requested that complete data on the recruitment is sent within a week.

MIN. NO.1085/2025

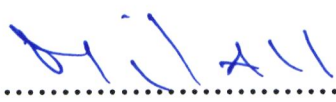
ANY OTHER BUSINESS

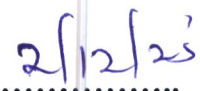
1. None

MIN. NO.1086/2025

ADJOURNMENT

The meeting was adjourned at 10:45 a.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 187TH SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 11TH NOVEMBER, 2025 AT 11:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 3. Sen. Daniel Maanzo, EBS, MP | - Member |
| 4. Sen. Joseph Githuku, MP | - Member |
| 5. Sen. Consolata Wakwabubi, MP | - Member |
| 6. Sen. Okiya Omtatah, MP | - Member |
| 7. Sen. Betty Batuli Montet, MP | - Member |
| 8. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|------------------------------|----------|
| 9. Sen. Joyce Korir, CBS, MP | - Member |
|------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | - Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Bernard Marwara | - Sergeant at Arms |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee |

IN ATTENDANCE – LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY.

- | | |
|--------------------------|-------------------|
| 1. Mr. Daniel Owino | - Chairman |
| 2. Ms. Jackline Kemunto | - CEO |
| 3. Mr. Daniel Owino | - SNCS |
| 4. Ms. Martin Mayi | - MSCM |
| 5. Ms. Siwa Miriam | - SMRSPM |
| 6. Ms. Fransisca Ondhowe | - SHRO |
| 7. Ms. Michael Asuo | - RMO |
| 8. M Faith Samo | - Admin Assistant |

The Chairperson called the meeting to order at 11:05 a.m. Thereafter followed by a word of prayer.

MIN. NO. 1088/2025**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by , Sen. Okiya Omtatah, MP and seconded by Sen. Consolata Wakwabubi, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Lake Victoria South Water Works Development Agency to deliberate on the equal opportunities in employment agencies. (PAPER NO. 231)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 1089/2025**CONFIRMATION OF MINUTES**

This agenda item was deferred.

MIN. NO. 1090/2025**LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY.**

The Committee met with **the Lake Victoria South Water Works Development Agency (LVSWWDA)** and was informed on-

- a) the demographic composition of employees of the LVSWWDA in terms of gender, persons with disabilities, age and ethnicity;
- b) the mechanisms put in place to ensure that special groups were adequately represented in the organization;
- c) the status of compliance by LVSWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;
- d) affirmative action measures being implemented by the LVSWWDA in the promotion of special groups in recruitment and leadership;
- e) any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process;

The following are the key highlights of the Managing Director's submissions:

- ✓ The Fund had 85 staff with 57 (67%) male and 28 (33%) female making them compliant with the 30% Gender Rule.

- ✓ They had 5 PwD staff (6%).
- ✓ The age representation was such that 21- 29 years were 4 (5%) , 30- 39 years were 32 (38%), 40- 49 years were 30 (35%) and above 50 years were 19 (22%).
- ✓ There are 10 tribes represented in the Organization with Luo being the highest at 51 (60%) of the total workforce, Kalenjin 11 (13%) and Kisii 7 (8%).

The mechanisms put in place to ensure special groups were adequately represented in the Organization included-

- a) The agency has developed a disability and gender mainstreaming policy.
- b) Facilitation of training of staff on the Kenya Sign Language to ensure proper communication.
- c) Regular staff sensitization on disability and gender mainstreaming issues.
- d) Integration of sign language in its various functions
- e) The agency website had been upgraded to conform to web content accessibility guidelines

Affirmative action measures being implemented by the LVSWWDA in the promotion of special groups in recruitment and leadership

LVSWWDA had put in place the following affirmative action measures in promotion of women, youth and persons living with disabilities;

- a) Wide circulation of advertisements.
- b) Inclusive recruitment process and advertisement.

Additionally, LVSWWDA is annually audited by the Office of the Auditor General.

On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;

Financial Year	Total Procurement	AGPO Allocation	Percentage
22/23	5,301,500,792	373,736,461	46.6
23/24	4,195,558,416	181,910,533	39.4
24/25	3,362,750,000	190,404,039	25.7

On recent recruitment activities 2022- 2025, LVSWWDA recruited 26 new staff.

The Committee noted and resolved that;

1. Give more information on AGPO.

2. LVSWWDA to appear 19th Nov, 2025 again to respond to queries raised during the meeting.

MIN. NO.1091/2025

ANY OTHER BUSINESS

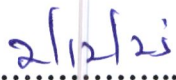
1. None

MIN. NO.1092/2025

ADJOURNMENT

The meeting was adjourned at 12:40 p.m.

Signed:.....

Date: .....

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

MINUTES OF THE 191ST SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON WEDNESDAY 19TH NOVEMBER, 2025 AT 8:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|---------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Daniel Maanzo, EBS, MP | - Member |
| 3. Sen. Joseph Githuku, MP | - Member |
| 4. Sen. Consolata Wakwabubi, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|----------------------------------|--------------|
| 7. Sen. Joyce Korir, CBS, MP | - Member |
| 8. Sen. James Lomenen Ekomwa, MP | - Vice-Chair |
| 9. Sen. Okiya Omtatah, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|------------------------|-----------------------------|
| 1. Mr. Ibrahim Leruk | -Principal Clerk Assistant |
| 2. Mr. Joseph Mwangi | - Principal Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Brenda Wekesa | - Research Officer |
| 6. Mr. Bernard Marwara | - Sergeant at Arms |
| 7. Mr. Walters Omondi | - Legal Counsel |
| 8. Mr. Nicholas Arusei | - Hansard and Audio Officer |
| 9. Ms. Margaret Ngesa | - Attachee' |

IN ATTENDANCE – LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY.

- | | |
|--------------------------|-----------|
| 1. Mr. Daniel Owino | -Chairman |
| 2. Ms. Jackline Kemunto | -CEO |
| 3. Mr. Daniel Owino | -SNCS |
| 4. Ms. Martin Mayi | -MSCM |
| 5. Ms. Fransisca Ondhowe | -SHRO |
| 6. Mr. Pamphic Oundo | -MLS |

MIN. NO. 2011/2025

PRELIMINARIES

The Chairperson called the meeting to order at 8:08 a.m. Thereafter followed by a word of prayer.

MIN. NO. 2012/2025

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by , Sen. Betty Montet, MP and seconded by Sen. Sen. Daniel Maanzo, EBS, MP.

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Lake Victoria South Water Works Development Agency to deliberate on the equal opportunities in employment agencies. (PAPER NO. 231)
6. Date of the Next Meeting and Adjournment.

MIN. NO. 2013/2025

CONFIRMATION OF MINUTES

This agenda item was deferred.

MIN. NO. 2014/2025

LAKE VICTORIA SOUTH WATER WORKS

DEVELOPMENT AGENCY.

The Committee met with the **Lake Victoria South Water Works Development Agency (LVSWWDA)** and was informed on the status of compliance by LVSWWDA with section 53(6) of the Public Procurement and Assets Disposal Act, Cap. 412C for the financial year 2022/2023, 2023/2024 and 2024/2025;

- a) **On the status of compliance with Section 53(6) of the public procurement and assets disposal act the status is as shown in the table below;**

Financial Year	Total Procurement	AGPO Allocation	Percentage	
22/23	732,500,000	190,494,040.37	26.6	
23/24	461,300,000	182,489,533.56	39.5	
24/25	707,029,192	370,215,698.19	52.36	

The Committee noted and resolved that;

1. There has been gradual improvement in AGPO allocations over the years, and the Committee urged them to keep doing so.

MIN. NO.2015/2025

ANY OTHER BUSINESS

1. None

MIN. NO.2016/2025

ADJOURNMENT

The meeting was adjourned at 8:30 a.m.

Signed:.....

Date:

(Sen. Mohammed Chute, MP.)

Chairperson,

National Cohesion, Equal Opportunity and Regional Integration Committee

