

# APPENDIX I - MINUTES

**MINUTES OF THE 72<sup>ND</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 7<sup>TH</sup> MARCH, 2024 AT 10:00AM, COMMITTEE ROOM 4, PARLIAMENT BUILDING.**

**PRESENT**

- |                                   |                    |
|-----------------------------------|--------------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman         |
| 2. Sen. Betty Batuli Montet, MP   | - Member           |
| 3. Sen. Mwenda Gataya Mo Fire, MP | - Member           |
| 4. Sen. Raphael Chimera, MP       | - Member - Virtual |
| 5. Sen. James Lomenen Ekomwa, MP  | - Member           |
| 6. Sen. Beth Syengo, MP           | - Member           |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Joyce Korir, MP          | - Vice-Chair |
| 8. Sen. Joseph Githuku Kamau, MP | - Member     |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Juliet Masinde | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                         |                          |
|-------------------------|--------------------------|
| 1. Capt. William Ruto   | - MD, KPA                |
| 2. Mr. Edward Kaman     | - GM, Corporate Services |
| 3. Mr. Aza Dzenzo       | - PA-MD                  |
| 4. Ms. Irene Mbogho     | - MHR                    |
| 5. Ms. Elsie N. Bikonde | - PHRO                   |

**MIN. NO.400/2024**

**PRELIMINARIES**

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

**MIN. NO.401/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, 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 Kenya Ports Authority to inquire into the recent internship recruitment at the Kenya Ports Authority (KPA)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.402/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 67<sup>th</sup> and 71<sup>st</sup> sitting were deferred.

**MIN. NO.403/2024**

**MEETING WITH THE KENYA PORTS  
AUTHORITY TO INQUIRE INTO THE RECENT  
INTERNSHIP RECRUITMENT AT THE KENYA  
PORTS AUTHORITY (KPA)**

The Committee met with the Kenya Ports Authority (KPA). Kenya Ports Authority took the Committee through their submissions where the Committee noted as follows;

- i. That the process is ongoing and Kenya Ports Authority is yet to finalise on the recruitment exercise
- ii. 150 Internship/Apprenticeship vacancies were advertised on the Authority's website, MyGov and local newspapers from 7th- 27th November 2023
- iii. A total of 30,102 applications were received,
- iv. The criteria used was as follows, 12,525 applicants were shortlisted and further invited to an interview from 12th -16th February 2024 at Wild Waters, Mombasa through the KPA website and individual emails,

- v. Of the 12,525 shortlisted 7,544 were women, 4,981 being men and 13 were Persons Living with Disabilities (PWDs)

The Committee was more concerned with the recruitment process more than the outcome. Out of the 12,525 only 3,657 turned up for the written interview. The Committee encouraged Kenya Ports Authority to adhere to the two thirds gender rule, consider PWDs and ethnic balance be taken into consideration as they finalise the recruitment in two weeks time.

**The Committee resolved as follows;**


**That Kenya Ports Authority sends the Committee a comprehensive report after they conclude the internship/apprenticeship recruitment exercise.**

**MIN. NO.404/2024      AOB**

None

**MIN. NO.405/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:00 p.m.

SIGN.....

DATE: ..... 17. 06. 2024 .....

**MINUTES OF THE 73<sup>RD</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 12<sup>TH</sup> MARCH, 2024 AT 10:00AM, BILATERAL II, FIRST FLOOR, KICC BUILDING.**

**PRESENT**

- |                                   |                    |
|-----------------------------------|--------------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman         |
| 2. Sen. Joyce Korir, MP           | - Vice-Chair       |
| 3. Sen. Betty Batuli Montet, MP   | - Member           |
| 4. Sen. Mwenda Gataya Mo Fire, MP | - Member           |
| 5. Sen. Raphael Chimera, MP       | - Member - Virtual |
| 6. Sen. James Lomenen Ekomwa, MP  | - Member           |
| 7. Sen. Beth Syengo, MP           | - Member           |
| 8. Sen. Joseph Githuku Kamau, MP  | - Member           |

**ABSENT WITH APOLOGY**

- |                                  |          |
|----------------------------------|----------|
| 9. Sen. Gloria Magoma Orwoba, MP | - Member |
|----------------------------------|----------|

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Juliet Masinde | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Ms. Lorna Okach    | - Researcher             |
| 7. Mr. Brian Omosa    | - Hansard Officer        |
| 8. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                        |                             |
|------------------------|-----------------------------|
| 1. Mr. David Koross    | - Managing Trustee/CEO NSSF |
| 2. Ms. Hellen Wasike   | - GM-HR& A-NSSF             |
| 3. Ms. Carolyn O. Okul | - HRM-NSSF                  |

**MIN. NO.406/2024**

**PRELIMINARIES**

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

**MIN. NO.407/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. Joseph Githuku, 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 National Social Security Fund (NSSF) on representation of Kenya's diversity in the staff composition at NSSF.
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.408/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup> ,67<sup>th</sup> ,71<sup>st</sup> and 72<sup>nd</sup> sitting were deferred.

**MIN. NO.409/2024**

**MEETING WITH THE NATIONAL SOCIAL SECURITY FUND ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION AT NSSF.**

The Committee met with the National Social Security Fund (NSSF). National Social Security Fund took the Committee through their submissions where the Committee noted as follows;

- i. The Committee was impressed by the compliance with the two-thirds gender rule where men are 528 representing (50.43%) and women being 519 representing (49.57%).
- ii. Additionally, the Persons Living with Disability (PWDs) being 46 of the grand total representing 4.40% being 0.6% short of the minimum 5% requirement in employment opportunities for Persons with Disabilities. They have equally worked closely with National Council of Persons with Disabilities (NCPWD) to help fill vacant positions and conduct accessibility audits for disability mainstreaming initiatives.

- iii. The Committee noted a skewed representation in terms of the Kenya's diversity. Majority of their staff 520 (51-60) years are almost retiring. 14 employees aged (61-65) years are Persons with Disabilities.

**The Committee resolved as follows;**

- i. **The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya.**
- ii. **That management should employ more young people since the bulk of their employed population was aging.**
- iii. **National Social Security Fund (NSSF) consider ethnic balance, gender and PWDs to meet the 5% threshold in their upcoming recruitment.**

**MIN. NO.410/2024      AOB**

None

**MIN. NO.411/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:00 p.m.

**SIGN.....** 

**DATE: .....** 16.06.2024

**MINUTES OF THE 74<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 19<sup>TH</sup> MARCH, 2024 AT 10:00AM, FIRST FLOOR BOARDROOM, REDCROSS BUILDING.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. Betty Batuli Montet, MP   | - Member   |
| 3. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 4. Sen. Raphael Chimera, MP       | - Member   |
| 5. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 6. Sen. Joseph Githuku Kamau, MP  | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Joyce Korir, MP          | - Vice-Chair |
| 8. Sen. Beth Syengo, MP          | - Member     |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                            |                              |
|----------------------------|------------------------------|
| 1. Eng. Charles Muasya     | - CEO-NIB                    |
| 2. Mr. Daniel Atula        | - DGM-CS                     |
| 3. Mr. Victoria Aloo       | - CO-HR & ADMIN              |
| 4. Mr. Richard Omechi      | - CEO – EPZA                 |
| 5. Mr. Denis Kinyua        | - GM-Finance                 |
| 6. Mr. Hussein Hassan      | - Ass. Manager Research      |
| 7. Ms. Jackline C. Leitich | - Manager HRM                |
| 8. Mr. Ezekiel Bosire      | - Manager – Water & Sewerage |

**MIN. NO.411/2024**

**PRELIMINARIES**

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

**MIN. NO.412/2024**

**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, 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. The Export Processing Zones Authority; and
  - ii. The National Irrigation Board;to deliberate on representation of Kenya’s diversity in the staff composition at EPZA and NIB. (*PAPER NO.71*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.413/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 71<sup>st</sup>, 72<sup>nd</sup> and 73<sup>rd</sup> sitting were deferred.

**MIN. NO.414/2024**

**MEETING WITH THE NATIONAL IRRIGATION BOARD AND EXPORT PROCESSING ZONE AUTHORITY ON THE REPRESENTATION OF KENYA’S DIVERSITY IN THE STAFF COMPOSITION AT NIB.**

The Committee met with the **National Irrigation Board (NIB)**. National Irrigation Board took the Committee through their submissions where the Committee noted as follows;

1. The Committee was taken through the submissions of the Authority and noted that the total staff compliment stands at 276 with men being 162 and women 105. The

Authority has employed 7 PWDs which represents 2.52% of the total staff.

2. The Committee noted that the Authority has a disability mainstreaming workplace policy which guides the disability agendas. They also have a Gender based violence policy.
3. The Committee was further informed that the Authority are in the process of reorganizing itself to align with the irrigation Act No. 14 of 2019, which includes a review of the HR Instruments. The Committee noted that the Authority's HR instruments were submitted and approved by PSC and they plan to recruit more staff to get to 497 from the current 276
4. The Committee noted with concern the skewed representation within the National Irrigation Authority establishment which does not represent the face of the Country.

The Committee met with the **Export Processing Zone Authority (EPZA)**. Export Processing Zone Authority took the Committee through their submissions where the Committee noted as follows;

1. The Committee was taken through the submissions of the Authority and noted that total staff compliment is 174, whereby 63 are female representing 36.21% and 111 male representing 63.79%, with 6 PWDs representing 3.45%.
2. The Committee noted the Authority strives to ensure that staff from minority tribes are well represented within the establishment through targeted recruitment of people from minority tribes, women and youth by making deliberate efforts on ensuring the recruitment processes attract this target groups.
3. The Committee was further informed of the established Committees of Gender and Disability Mainstreaming and National Cohesion and Values Committees whose terms of reference include development of policies and strategies to advise management on attainment of minimum threshold, collection of data relating to the diversities, conduct training and sensitization as well as issue reports on status of compliance.
4. The Committee noted with concern the skewed representation within the EPZ establishment which does not represent the face of Kenya's diversity.

**The Committee resolved as follows;**

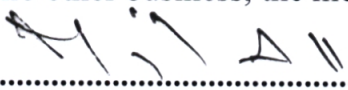
- i. In the future recruitment exercises both Export Processing Zones Authority and National Irrigation Authority ensure PWDs, women and youth are considered
- ii. The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya; and
- iii. Export Processing Zone Authority and National Irrigation Authority to correct the anomaly of diversity and recruit the tribes in Kenya for an inclusive establishment in the institution. The Committee agreed to make a follow up in the next six months

**MIN. NO.415/2024      AOB**

None

**MIN. NO.416/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:00 p.m.

SIGN.....

DATE: ..... 16.06.2027 .....

**MINUTES OF THE 75<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 21<sup>ST</sup> MARCH, 2024 AT 10:00AM, COMMITTEE ROOM 4, PARLIAMENT BUILDING.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. Betty Batuli Montet, MP   | - Member   |
| 3. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 4. Sen. Raphael Chimera, MP       | - Member   |
| 5. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 6. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 7. Sen. Beth Syengo, MP           | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                           |                             |
|---------------------------|-----------------------------|
| 1. Mr. S.K. Chepsiror     | - Ag. MD Kenya Seed         |
| 2. Ms. Teresa Morogo      | - HR Manager                |
| 3. Mr. Tonny Onyango      | - Human Resource Officer    |
| 4. Mr. Wycliffe Muchanji  | - Snr. HR Officer           |
| 5. Hon. Purity W. Ngirici | - Chairperson -KSC          |
| 6. Brig. Githaga J. N     | - Managing Commissioner KMC |
| 7. Ms. Stella Nyaga       | - HR & Admin                |

**MIN. NO.417/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

**MIN. NO.418/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Mwenda Gataya Mo'Fire, 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. The Kenya Seed Company; and
  - ii. The Kenya Meat Commission;to deliberate on representation of Kenya's diversity in the staff composition.  
*(PAPER NO.72)*
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.419/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 67th Sitting were confirmed as true confirmed as true copy of the deliberation after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP.

The Minutes of the 65<sup>th</sup>, 71<sup>st</sup>, 72<sup>nd</sup>, 73<sup>rd</sup> and 74<sup>th</sup> sitting were deferred.

**MIN. NO.420/2024**

**MEETING WITH THE KENYA SEED COMPANY AND  
KENYA MEAT COMMISSION ON THE  
REPRESENTATION OF KENYA'S DIVERSITY IN THE  
STAFF COMPOSITION.**

The Committee met with the **Kenya Seed Company Limited**. Kenya Seed Company took the Committee through their submissions where the Committee noted as follows;

1. The Committee was taken through the submissions of the Kenya Seed Company and noted that the total staff compliment stands at 326 with men being 198 and women 128. The Authority has employed 8 PWDs which represents 2.45% of the total staff falling below the minimum 5% threshold for employment for PWDs.
2. The Committee noted that the Company is located in Kenya, Rwanda, Uganda and they are working to get into DRC. The Committee further noted that the Company has not been audited on disability issues in the last three years. The Request was made to NCPWD and they were advised to come up with an audit schedule to be undertaken by end of March 2024.
3. The Committee noted with concern the skewed representation within the Kenya Seed Company Limited establishment which does not represent the face of the Kenya having left the 31tribes. They also clarified they have a lot of casual / contract staff in areas where their offices are located across the country and in a week, they will furnish the Committee with information on the same.

The Committee met with the **Kenya Meat Commission**. Kenya Meat Commission took the Committee through their submissions where the Committee noted as follows;

1. The Committee was taken through the submissions of the Commission and noted that total staff compliment is 366, whereby 132 are female representing 36% and 234 males representing 64%, with 4 PWDs representing 1.09%. In terms of age the highest age group are between 20-35 years (152) representing 42%. Kamba's form the highest tribe at 104 representing 28.42%.
2. The Committee noted the Commission strives to ensure that staff from minority tribes are well represented within the establishment through targeted recruitment of people from minority tribes, women and youth by making deliberate efforts on ensuring the recruitment processes attract this target groups.
3. The Committee further noted that the Commission have put in place the required infrastructure to cater for the Persons Living with Disability i.e. installation of ramps in all its buildings and reserved parking for people with disabilities.
4. The Committee noted with concern the skewed employment within the KMC establishment which does not represent the face of the Kenya having left the 27tribes.

**The Committee resolved as follows;**

- i. In the future recruitment exercises both Kenya Seed Company Limited and Kenya Meat Commission ensure PWDs, women and youth are considered
- ii. The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya; and
- iii. Kenya Seed Company Limited to correct the anomaly of diversity and recruit the tribes in Kenya for an inclusive establishment in the institution. The Committee agreed to make a follow up in the next six months

**MIN. NO.421/2024      AOB**

None

**MIN. NO.422/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 1:50 p.m.

SIGN.....  
*S. I. A. I.*

DATE: ..... *16.06.2024* .....

**MINUTES OF THE 77<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 28<sup>TH</sup> MARCH, 2024 AT 10:00AM, COMMITTEE ROOM 4, MAIN PARLIAMENT BUILDING.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Beth Syengo, MP           | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 6. Sen. Joseph Githuku Kamau, MP  | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Raphael Chimera, MP      | - Member     |
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                   |
|-----------------------|-------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk      |
| 2. Mr. Habbakuk Tiony | - Clerk Assistant |
| 3. Mr. Andrew Nyairo  | - Legal Counsel   |
| 4. Mr. Brian Omosa    | - Hansard Officer |
| 5. Mr. Fredrick Ouma  | - Serjeant at-Arm |

**MIN. NO.429/2024**

**PRELIMINARIES**

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

**MIN. NO.430/2024**

**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. The Kenya Bureau of Standards (KEBS); and
  - ii. The Kenya Industrial Research & Development Institute (KIRDI);to deliberate on representation of Kenya's diversity in the staff composition.  
*(PAPER NO.74)*
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

### **MIN. NO.430/2024**

### **CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup> and 76<sup>th</sup> sitting were deferred.

### **MIN. NO.431/2024**

### **MEETING WITH THE KENYA INDUSTRIAL RESEARCH & DEVELOPMENT INSTITUTE ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Kenya Industrial Research & Development Institute (KIRDI)**. The Committee was taken through the submissions of the Institute and noted that the total staff compliment stands at 270 with men being 179 and women 91. The Authority has employed 14 PWDs which represents 5.1% of the total staff.

The Committee noted that the Institute has a Human Resource Manual which guides on the issue of affirmative action, gender and persons living with disability.

The Committee recommends that, the Institute considers the following when recruiting; a copy of the advertisement is uploaded to the PWD portal, also included in the advert is the statement that 'people with disabilities are encouraged to apply' and the criteria for shortlisting of candidates during recruitments includes five (5) bonus marks to candidates with Disabilities.

The Committee noted that the Authority's HR instruments were submitted and approved by PSC and they plan to recruit more staff to get to the approved establishment of 554 from the current 270.

The Committee noted with concern the skewed employment in the Institute's establishment does not represent the face of the Kenya's diversity having left the 28 tribes out of their recruitment process.

**The Committee resolved as follows;**

- i. In the future recruitment exercises both Authority and Kenya Industrial Research & Development Institute ensure PWDs, women and youth are considered
- ii. The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya

**MIN. NO.432/2024      AOB**

None.

**MIN. NO.433/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:55 a.m.

SIGN.....

DATE: ..... 16.06.24

**MINUTES OF THE 78<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 11<sup>TH</sup> APRIL, 2024 AT 10:00AM, COMMITTEE ROOM 5, MAIN PARLIAMENT BUILDING.**

**PRESENT**

1. Sen. Mohamed Chute, MP - Chairman
2. Sen. James Lomenen Ekomwa, MP - Member
3. Sen. Beth Syengo, MP - Member

**ABSENT WITH APOLOGY**

4. Sen. Betty Batuli Montet, MP - Member
5. Sen. Mwenda Gataya Mo Fire, MP - Member
6. Sen. Joseph Githuku Kamau, MP - Member
7. Sen. Joyce Korir, MP - Vice-Chair
8. Sen. Raphael Chimera, MP - Member
9. Sen. Gloria Magoma Orwoba, MP - Member

**COMMITTEE SECRETARIAT**

1. Mr. Ibrahim Leruk - Lead Clerk
2. Mr. Habbakuk Tiony - Clerk Assistant
3. Mr. Andrew Nyairo - Legal Counsel
4. Mr. Brian Omosa - Hansard Officer
5. Mr. Fredrick Ouma - Serjeant at-Arm

**IN ATTENDANCE**

1. Dr. Nancy Macharia - CEO, TSC
2. Mr. Njunge Njuguna - Administrator
3. Mr. Cavin Anyuor - Director -Legal
4. Ms. Mollet Sango - Ag. Director (HRM & D)
5. Mr. Isaac Ochieng - Advocate

**MIN. NO.434/2024**

**PRELIMINARIES**

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

**MIN. NO.435/2024**

**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 Teachers Service Commission to deliberate on representation of Kenya's diversity in the staff composition. (*PAPER NO.74*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

### **MIN. NO.436/2024**

### **CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup> and 77<sup>th</sup> sitting were deferred.

### **MIN. NO.437/2024**

### **MEETING WITH THE TEACHERS SERVICE COMMISSION ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Teachers Service Commission**. The Committee was taken through the submissions of the Commission and noted that the total work force stands at 406,860 with male teachers being 202,487 and female teachers being 204,373. The Authority has employed 5,666 teacher PWDs which represents 1.39% of the total staff.

The Committee noted that in January, 2024, the Commission was awarded by the NGEN in recognition of Gender Mainstreaming initiatives for its achievement in almost attaining gender parity in both its teaching and secretariat staff.

The Committee noted that majority of the employed work force comprise of youths in the age bracket of 30 to 39 years. The Committee also noted the Commission's Secretariat establishment comprised of a total of 2,943 Secretariat staff, of the 2,943, 54% are women while 46% are men and 135 secretariat staff living with various forms of disabilities representing 4.59% of the Secretariat staff.

The Committee noted that the Commission has undertaken various initiatives to promote inclusivity and diversity which include:

1. Development of Human Resource Policies and Procedures Manual
2. Development of Teacher Recruitment and Selection Policy embracing principles of fairness throughout the recruitment process
3. Embracing fair competition and merit as the basis of appointments and promotions by advertising for vacant positions in its establishment
4. Commission through its advertisements for recruitment and promotion position invites and/or encourages persons with disability to apply for the positions
5. Development of the Accessible Selection Venues Policy that requires the Commission to ensure that venues for selection processes are accessible to applicants with disabilities

**The Committee resolved as follows;**

- i. In the future recruitment exercises the Commission should consider reaching out to Persons living with Disability to apply for the job application whenever they are advertised
- ii. The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya

**MIN. NO.438/2024      AOB**

None.

**MIN. NO.439/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:35 a.m.

SIGN.....

DATE: .....

**MINUTES OF THE 79<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 18<sup>TH</sup> APRIL, 2024 AT 10:00AM, IMPALA, KICC BUILDING.**

**PRESENT**

- |                                  |            |
|----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP        | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP | - Member   |
| 4. Sen. Betty Batuli Montet, MP  | - Member   |

**ABSENT WITH APOLOGY**

- |                                   |              |
|-----------------------------------|--------------|
| 5. Sen. Beth Syengo, MP           | - Member     |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member     |
| 7. Sen. Raphael Chimera, MP       | - Member     |
| 8. Sen. Joyce Korir, MP           | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP  | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                   |
|-----------------------|-------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk      |
| 2. Mr. Habbakuk Tiony | - Clerk Assistant |
| 3. Mr. Andrew Nyairo  | - Legal Counsel   |
| 4. Mr. Brian Omosa    | - Hansard Officer |
| 5. Mr. Fredrick Ouma  | - Serjeant at-Arm |

**IN ATTENDANCE**

- |                        |           |
|------------------------|-----------|
| 1. Ms. Margaret Kibogy | - MD-KDB  |
| 2. Mr. Peter Mutua     | - DCS-KDB |

**MIN. NO.440/2024**

**PRELIMINARIES**

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

**MIN. NO.441/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, 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. The Kenya Dairy Board (KDB); and
  - ii. The Kenya Leather Development Council (KLDC);to deliberate on representation of Kenya's diversity in the staff composition.  
*(PAPER NO.77)*
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

### **MIN. NO.442/2024      CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup> and 78<sup>th</sup> sitting were deferred.

### **MIN. NO.443/2024      MEETING WITH THE KENYA DAIRY BOARD AND KENYA LEATHER DEVELOPMENT COUNCIL ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Kenya Dairy Board**. The Committee was taken through the submissions of the Institute and noted that the total staff compliment stands at 159 with men being 90 and women 69. The Authority has employed 3 PWDs which represents 1.8% of the total staff.

The Committee noted that the Institute has a Human Resource Manual which guides on the issue of affirmative action, gender and persons living with disability.

The Committee noted that the board ensures that all the job vacancies available are advertised through the National Newspapers and availed in the Dairy Board website as well as other online job search sites. This is in a bid to ensure that every Kenyan with the required qualification gets a chance to apply for the advertised positions.

**The Committee resolved as follows;**

- i. In the future recruitment exercises the Dairy Board should consider reaching out to Persons living with Disability to apply for the job application whenever they are advertised
- ii. The Committee urged the management to consider using radio, local leaders, politicians to diversify their advertisement of job opportunities to get a pool of applicants reflecting the diversity of Kenya

**MIN. NO.444/2024      AOB**

None.

**MIN. NO.445/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:55 a.m.

SIGN.....

DATE: ..... 16-06-24

**MINUTES OF THE 80<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 22<sup>ND</sup> APRIL, 2024 AT 11:00AM, GROUND FLOOR BOARDROOM, COUNTY HALL.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 3. Sen. Betty Batuli Montet, MP   | - Member   |
| 4. Sen. Joseph Githuku Kamau, MP  | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 5. Sen. Beth Syengo, MP          | - Member     |
| 6. Sen. James Lomenen Ekomwa, MP | - Member     |
| 7. Sen. Joyce Korir, MP          | - Vice-Chair |
| 8. Sen. Raphael Chimera, MP      | - Member     |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                          |                         |
|--------------------------|-------------------------|
| 1. Dr. Eng. Joseph Siror | - MD & CEO KPLC         |
| 2. Ms. Cecilia Kalungu   | - GM HR & ADM           |
| 3. Mr. Duncan Ndungu     | - Ag Manager HR Service |
| 4. Mr. David Syengo      | - TA to MD & CEO        |

**MIN. NO.446/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 11:10am. Thereafter followed by a word of prayer.

**MIN. NO.447/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. Joseph Githuku, 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 Kenya Power and Lighting Company (KLPC) to deliberate on representation of Kenya's diversity in the staff composition. (*PAPER NO. 81*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.448/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup>, 78<sup>th</sup> and 79<sup>th</sup> sitting were deferred.

**MIN. NO.449/2024**

**MEETING WITH KENYA POWER AND LIGHTING COMPANY ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Kenya Power & Lighting Company**. The Committee was taken through the submissions of the Company and noted that the total staff compliment stands at 10,515 with men being 8258 representing 78.82% and women 2,227 representing 21.18%. The Authority has employed 143 PWDs which represents 1.36% of the total staff.

The Committee noted that the Power Company has age group 35-44 years (4165) representing 40% of the total workforce. The Committee noted that the staff establishment at KPLC should be 13,419, and KPLC intend to recruit especially electrical crafts pending availability of funds.

The Committee noted that KPLC had not complies with the 2/3 gender rule as per Article 27(8) of the Constitution of Kenya 2010. The Committee further noted that KPLC HR instruments are approved by SCAK and not PSC.

**The Committee resolved as follows;**

- i. KPLC to provide a report of the recent employments in the last 5years for technicians, crafts, legal and currently ICT.
- ii. KPLC to provide a report whether they have interns deployed by Public Service Commission or contracted internally.

**MIN. NO.450/2024**      **AOB**

None.

**MIN. NO.451/2024**                      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:35 p.m.

SIGN.....*g/l/all*.....

DATE: .....*16.06.24*.....

**MINUTES OF THE 81<sup>ST</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 23<sup>RD</sup> APRIL, 2024 AT 10:00AM, COMMITTEE ROOM 2, FIRST FLOOR, BUNGE TOWER.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. Raphael Chimera, MP       | - Member   |
| 3. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 4. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Joseph Githuku Kamau, MP  | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Betty Batuli Montet, MP  | - Member     |
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                               |                                    |
|-------------------------------|------------------------------------|
| 1. Mr. Moriani A Jonai        | - CEO, YEDF                        |
| 2. Mr. Benedict Atavachi      | - Ag. Director Corporate Services  |
| 3. Mr. Benson Muthendi        | - Comms. Manager                   |
| 4. Ms. Beatrice Amuguine      | - Ag. HRM                          |
| 5. Mr. Daniel Kiptoo Bargoria | - Director General -EPRA           |
| 6. Ms. Eunice Ayodo           | - Manager HR-EPRA                  |
| 7. Ms. Marona K. Cheplel      | - Director Corporate Services-EPRA |

**MIN. NO.452/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:20am. Thereafter followed by a word of prayer.

**MIN. NO.453/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. Raphael Chimera, 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. Youth Enterprise Development Fund (YEDF) and,
  - ii. Energy and Power Regulatory Authority to deliberate on representation of Kenya's diversity in the staff composition. (*PAPER NO. 82*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.454/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, and 80<sup>th</sup> sitting were deferred.

**MIN. NO.455/2024**

**MEETING WITH YOUTH ENTERPRISE  
DEVELOPMENT FUND AND ENERGY & POWER  
REGULATORY AUTHORITY ON THE  
REPRESENTATION OF KENYA'S DIVERSITY IN THE  
STAFF COMPOSITION.**

The Committee met with the **Youth Enterprise Development Fund**. The Committee was taken through the submissions of the Fund and noted that the total staff establishment of 241 with an in-post of 204 with men being 114 representing 56% and women 90 representing 44%. The Fund has employed 2 PWDs which represents 0.98% of the total staff.

The Committee noted that the Youth Fund is governed by HR instruments approved by SCAK, which include the Organization Structure, Salary Structure and the HR policy.

The Committee met with the **Energy & Petroleum Regulatory Authority**. The Committee was taken through the submissions of the Authority and noted that the total staff establishment of 286 with an in-post of 190 with men being 119 representing 63% and women 71 representing 37%. The Fund has employed 6 PWDs having 3 less of the 5% constitutional threshold for employment of PWDs.

The Committee noted that the EPRA is governed by HR instruments approved by SCAK.

**The Committee resolved as follows;**

- i. Youth Fund to provide a report of the recent employments
- ii. Youth Fund to share the individual loan disbursements.


**MIN. NO.456/2024**      **AOB**

None.

**MIN. NO.457/2024**                      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:45 p.m.

SIGN.....

DATE: .....

**MINUTES OF THE 82<sup>ND</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 29<sup>TH</sup> APRIL, 2024 AT 10:00AM, COMMITTEE ROOM 2, FIRST FLOOR, BUNGE TOWER.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 4. Sen. Beth Syengo, MP           | - Member   |
| 5. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 6. Sen. Betty Batuli Montet, MP   | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Raphael Chimera, MP      | - Member     |
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                         |                                   |
|-------------------------|-----------------------------------|
| 1. Mr. Nur N. Ibrahim   | - CEO, SASDF                      |
| 2. Ms. Doreen Diki      | - Ag. Director Corporate Services |
| 3. Mr. Hasan A Bow      | - Director Research               |
| 4. Mr. Job Aiyabei      | - Ag. Director Fund Administrator |
| 5. Ms. Veronica Kanini  | - Ass. Director Supply Chain      |
| 6. Mr. David Mwangi     | - Ag. CEO Tourism Fund            |
| 7. Ms. Lilian Wafula    | - DCC                             |
| 8. Mr. Kelvin Mung'asio | - MSCM                            |

**MIN. NO.458/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:20am. Thereafter followed by a word of prayer.

**MIN. NO.459/2024**

**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, 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. Tourism Fund
  - ii. Sports, Arts and Social Development Fund to deliberate on representation of Kenya's diversity in the staff composition at Tourism Fund and SASDF (*PAPER NO. 81*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.460/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup> and 81<sup>st</sup> sitting were deferred.

**MIN. NO.461/2024**

**MEETING WITH TOURISM FUND AND SPORTS,  
ARTS AND SOCIAL DEVELOPMENT FUND ON THE  
REPRESENTATION OF KENYA'S DIVERSITY IN THE  
STAFF COMPOSITION.**

The Committee met with the **Sports, Arts and Development Fund**. The Committee was taken through the submissions of the Fund and noted that the total staff establishment of 26 with men being 17 representing 65.4% and women 9 representing 34.6%. The Fund has employed 1 PWD which represents 3.7% of the total staff.

The Committee noted that the Board of Directors at SASDF are Principal Secretaries who sit in person in their meetings. The Committee also noted that the staff establishment for

SASDF is yet to be approved by PSC and SCAK to enable them recruit further.

The Committee met with the **Tourism Fund**. The Committee was taken through the submissions of the Authority and noted that the total staff establishment of 260 with men being 163 representing 62% and women 97 representing 38%. The Fund has employed 11 PWDs having 0.8 less of the 5% constitutional threshold for employment of PWDs.

The Committee noted that the Tourism Fund is governed by HR instruments that are yet to be approved by SCAK.

**The Committee resolved as follows;**

- i. Tourism fund to provide information on people on contract and those in leadership positions
- ii. Invite Tourism Fund for a follow up meeting.

**MIN. NO.462/2024**      **AOB**

None.

**MIN. NO.463/2024**                      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:45 a.m.

**SIGN**.....

**DATE:** ..... 16.06.24

**MINUTES OF THE 83<sup>RD</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 30<sup>TH</sup> APRIL, 2024 AT 10:00AM, GROUND FLOOR BOARDROOM, COUNTY HALL BUILDING.**

**PRESENT**

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

**ABSENT WITH APOLOGY**

- |                                   |              |
|-----------------------------------|--------------|
| 6. Sen. Raphael Chimera, MP       | - Member     |
| 7. Sen. Mwenda Gataya Mo Fire, MP | - Member     |
| 8. Sen. Joyce Korir, MP           | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP  | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                         |                                   |
|-------------------------|-----------------------------------|
| 1. Mr. Paul K Ngugi     | - MD & CEO                        |
| 2. Ms. Irene N. Onyambu | - GM, HR & ADM                    |
| 3. Ms. Miriam Yunus     | - M-HRM                           |
| 4. Mr. Stephen Busienei | - Ag. Director Fund Administrator |
| 5. Ms. Agnes Muthengi   | - Ag. GMLS                        |

**MIN. NO.464/2024**

**PRELIMINARIES**

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

**MIN. NO.465/2024**

**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, 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. Bomas of Kenya
  - ii. Geothermal Development Corporation to deliberate on representation of Kenya's diversity in the staff composition at Bomas of Kenya and GDC (*PAPER NO. 82*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.466/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup> and 82<sup>nd</sup> sitting were deferred.

**MIN. NO.467/2024**

**MEETING WITH BOMAS OF KENYA & GEOTHERMAL DEVELOPMENT CORPORATION ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Geothermal Development Corporation**. The Committee was taken through the submissions of the Fund and noted that the total staff establishment of 925 with men being 659 representing 71.20% and women 266 representing 28.70%. The Corporation has 1.5% PWD representation of the total staff.

The Committee noted that the Corporation has 790 staff employed on permanent and pensionable terms while 135 staff are on temporary/contractual terms. The Committee was taken through the measures the organization has put in place to address issues of PWDs, women and minorities in employment which include;

1. Implementation of government policy on access to government procurement opportunities
2. Implementation of GDC gender and disability mainstreaming
3. Registration of GDC on the NCPWD career portal
4. Inclusion of PWDs, women and minorities in various committees throughout the organization
5. Wellness programs for women for women through medical service providers
6. Facilitation on tax exemption for PWDs

**The Committee resolved as follows;**

- i. Bomas of Kenya to appear before the Committee on Monday, 6<sup>th</sup> May 2024.
- ii. In the future recruitment exercises GDC ensure PWDs, women and youth are considered

**MIN. NO.468/2024      AOB**

None.

**MIN. NO.469/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:40 p.m.

**SIGN**.....

**DATE:** .....16.06.24.....

**MINUTES OF THE 84<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 2<sup>ND</sup> MAY, 2024 AT 10:00AM, FIRST FLOOR BOARDROOM, RED CROSS BUILDING.**

**PRESENT**

- |                                  |                     |
|----------------------------------|---------------------|
| 1. Sen. Mohamed Chute, MP        | - Chairman          |
| 2. Sen. Joseph Githuku Kamau, MP | - Member (Chairing) |
| 3. Sen. Betty Batuli Montet, MP  | - Member            |
| 4. Sen. Beth Syengo, MP          | - Member            |

**ABSENT WITH APOLOGY**

- |                                   |              |
|-----------------------------------|--------------|
| 5. Sen. James Lomenen Ekomwa, MP  | - Member     |
| 6. Sen. Raphael Chimera, MP       | - Member     |
| 7. Sen. Mwenda Gataya Mo Fire, MP | - Member     |
| 8. Sen. Joyce Korir, MP           | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP  | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                         |                      |
|-------------------------|----------------------|
| 1. Dr. Rose N Mkalama   | - CEO- REREC         |
| 2. CHRP Sophia Githuku  | - GM, HR & ADM       |
| 3. Ms. Caroline Mwirigi | - HRO                |
| 4. Mr. Peter Njenga     | - MD & CEO - KENGEN  |
| 5. Ms. Beatrice Kandie  | - HRM                |
| 6. Mr. Peter Lengapiani | - CEO – Tourism Fund |
| 7. Mr. Gad Etyang       | - DD HRM             |
| 8. Mr. Shadrack Indeche | - AAG                |
| 9. Ms. Lilian Kiruja    | - ADYD               |

**MIN. NO.470/2024**

**PRELIMINARIES**

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

**MIN. NO.471/2024**

**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, 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,
  - ii. Kenya Electricity Generating Company and,
  - iii. Uwezo Fund to deliberate on representation of Kenya's diversity in the staff composition at REREC, KENGEN and Uwezo Fund (*PAPER NO. 83*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.472/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 77<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup> and 83<sup>rd</sup> sitting were deferred.

**MIN. NO.473/2024**

**MEETING WITH RURAL ELECTRIFICATION AND RENEWABLE ENERGY CORPORATION, KENYA ELECTRICITY GENERATING COMPANY AND UWEZO FUND ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with the **Rural Electrification and Renewable Corporation**. The Committee was taken through the submissions of the Corporation and noted that the total staff establishment of 614 with men being 405 representing 66% and women 209 representing 34%. The Corporation has 1.28% PWD representation of the total staff.

The Corporation has put in place measures to promote Persons with Disabilities friendly working environment;

1. Provide appropriate Adaptive Technology for staff i.e. large screen to help avoid damage to the eyes
2. Facilitate sensitization and training on disability mainstreaming in the organization
3. Appointed a Disability Mainstreaming champion in the Corporation

The Committee met with the **Uwezo Fund**. The Committee was taken through the submissions of the Fund and noted that the total staff establishment of 22. The Fund have sought their HR instruments to be approved by PSC, with a proposed establishment of 393, which was passed and is awaiting approval by SRC.

The Committee met with the **Kenya Electricity Generation Company**. The Committee was taken through the submissions of the Corporation and noted that the total staff establishment of 2530 with men being 1847 representing 73% and women 683 representing 26%. The Corporation has 2% PWD representation of the total staff.

To ensure persons with disability, women and minorities are adequately represented;

1. Formulation of Gender Mainstreaming Policy and Sexual Gender-Based Violence Policy to facilitate mainstreaming initiatives.
2. Appointment of 10 Regional Gender & Disability Champions in all business areas; 5 male and 5 female; 6 of whom are PWDs
3. Sign language interpretation in all events of the company
4. Ensuring a balanced and a well-represented shortlisting and interviewing panel during recruitment.
5. Advertisement of job opportunities in NCPWD's fuzu platform.
6. Balanced appointment in recruitment and ensuring adherence to diversity.
7. Annual workshops for employees with disability

**The Committee resolved to visit Lamu County during the recess period in June 2024.**

**MIN. NO.474/2024**

**AOB**

None.

**MIN. NO.475/2024**

**ADJOURNMENT**

There being no other business, the meeting was adjourned at 1:00 p.m.

SIGN. Milau

DATE: 16.06.24

**MINUTES OF THE 86<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 9<sup>TH</sup> MAY, 2024 AT 10:00AM, COMMITTEE ROOM 2, FIRST FLOOR, BUNGE TOWERS.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 7. Sen. Raphael Chimera, MP      | - Member     |
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                          |                |
|--------------------------|----------------|
| 1. Prof. Nura Mohamed    | - Ag. DG - KSG |
| 2. CHRP Florence Wanguku | - HRM          |
| 3. CHRP Annastacia Mwova | - SHRMO        |
| 4. CHRP Sarah Bukachi    | - PHRO         |
| 5. CHRP Phyllis Kerubo   | - HRO          |
| 6. Mr. Wairegi Mwangi    | - HRO          |
| 7. Mr. Yusuf Mbuno       | - CEO- NG-CDFB |
| 8. Ms. Anne Thumbi       | - M-HR & ADM   |
| 9. Ms. Eunice Mutiso     | - HRMO         |

**MIN. NO.482/2024**

**PRELIMINARIES**

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

**MIN. NO.483/2024**

**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, 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 School of Government,
  - ii. National Government Constituencies Development Fund and,
  - iii. New Kenya Co-operative Creameries to deliberate on representation of Kenya's diversity in the staff composition at KSG, NG-CDF and New KCC  
(*PAPER NO. 86*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.484/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup>, 83<sup>rd</sup> and 84<sup>th</sup> sitting were deferred.

**MIN. NO.485/2024**

**MEETING WITH KENYA SCHOOL OF GOVERNMENT  
NATIONAL GOVERNMENT CONSTITUENCIES  
DEVELOPMENT FUND AND NEW KENYA  
CO-OPERATIVE CREAMERIES ON THE  
REPRESENTATION OF KENYA'S DIVERSITY IN THE  
STAFF COMPOSITION.**

The Committee met with the **Kenya School of Government**. The Committee was taken through the submissions of KSG and noted that the total staff establishment of 492 with

men being 248 representing 50.41% and women 244 representing 49.59%. The Institution has 3.25% PWD representation of the total staff.

The Committee met with the **National Government Constituencies Development Fund**. The Committee was taken through the submissions of the Fund and noted that the total staff establishment of 467 with men being 319 representing 68% and female 148 representing 32%. The Fund has 13 PWD representing a 2.8% of the total employees of the Board in-post.

The Board will continue encouraging persons with disability to apply for advertised positions and also entrench affirmative action in shortlisting and interview process to ensure progressive attainment of the 5% Constitutional threshold.


**MIN. NO.486/2024**      **AOB**

None.

**MIN. NO.487/2024**                      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:30 p.m.

SIGN.....

DATE: .....

**MINUTES OF THE 87<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 14<sup>TH</sup> MAY, 2024 AT 10:00AM, COMMITTEE ROOM 5, FIRST FLOOR, BUNGE TOWERS.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 7. Sen. Raphael Chimera, MP       | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                            |                      |
|----------------------------|----------------------|
| 1. Dr. Jane Njuguna        | - Ag. Director - KFS |
| 2. CPA G. W. Otieno        | - SAD-CS             |
| 3. Dr. M T E Mbuvi         | - Ag. SDD            |
| 4. CHRP Luvida F.K Mwanda  | - HRMO               |
| 5. Mr. Vincent Kiptoo Agui | - SOA                |

**MIN. NO.488/2024**

**PRELIMINARIES**

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

**MIN. NO.489/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, 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. Kenya Forest Services,
  - ii. Kenya Roads Board and,
  - iii. Kenya Industrial Estate to deliberate on representation of Kenya's diversity in the staff composition at KFS, KRB and KIE (*PAPER NO. 89*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.490/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup>, 83<sup>rd</sup> and 84<sup>th</sup> sitting were deferred.

**MIN. NO.491/2024**

**MEETING WITH KENYA FOREST SERVICES  
KENYA ROADS BOARD AND KENYA INDUSTRIAL  
ESTATE ON THE REPRESENTATION OF KENYA'S  
DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with **Kenya Forestry Research Institute**. The Committee noted that the institute has an approved Staff Establishment of 1370 but currently staff strength stands at 852 employees.

From the entire staff, 651 are on permanent and pensionable terms whereas 201 are on contract terms of service. In terms of gender representation, the institute's staff are represented as follows, Male 526, while the female are 326.

The Institute has 16 staff living with disabilities, 10 being male and 6 females. To address the matters pertaining persons with disabilities, women and minorities adequate

representation the institute has put in place the following mechanisms;

1. Institute has developed an annual work plan on Disability Mainstreaming and submit to the National Council for Persons with Disabilities (NCPWD)
2. Institute regularly sensitize staff on matters of Gender and Disability Mainstreaming
3. Quarterly reports are submitted to NCPWD BY 15<sup>th</sup> day of the following month as required
4. KEFRI gender Mainstreaming Policy has been developed and approved by the Board of Directors;
5. Quarterly reports done and submitted to the State department for Gender and National Gender and Equality Commission promptly.

**The Committee resolved to reschedule the meeting with Kenya Industrial Estate and Kenya Roads Board to Tuesday, 21<sup>st</sup> May 2024.**

**MIN. NO.492/2024      AOB**

None.

**MIN. NO.493/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:30 p.m.

SIGN..........

DATE: ..........

**MINUTES OF THE 88<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 16<sup>TH</sup> MAY, 2024 AT 10:00AM, COMMITTEE ROOM 5, FIRST FLOOR, BUNGE TOWERS.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 7. Sen. Raphael Chimera, MP       | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. S n. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                            |                                      |
|----------------------------|--------------------------------------|
| 1. Ms. Esther Ngari        | - MD - KEBS                          |
| 2. Mr. Kibet Christopher   | - Director HR                        |
| 3. Ms. Miriam Kahiro       | - Director Legal                     |
| 4. Mr. Mohamed Adan        | - Director-Finance                   |
| 5. Mr. Zacharia Lukorito   | - Director- Stds Development & Trade |
| 6. Mr. William Amwayi      | - Technical Ass- MD                  |
| 7. Mr. Charles Musee       | - Chief Manager Metrology            |
| 8. Mr. Solomon Ole Naiguta | - Chief Manager Finance              |
| 9. Ms. Jane Ndunge         | - Chief Manager Supply Chain         |
| 10. Ms. Melvine Ougo       | - Ag. Chief Manager Human Resource   |

**MIN. NO.494/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

**MIN. NO.495/2024**

**ADOPTION OF THE AGENDA**

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, 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. Kenya Animal Genetic Resource Centre,
  - ii. National Lands Commission and,
  - iii. Kenya Bureau of Standards to deliberate on representation of Kenya's diversity in the staff composition at KAGRIC, NLC and KEBS  
(*PAPER NO. 90*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.496/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup>, 83<sup>rd</sup> and 84<sup>th</sup> sitting were deferred.

**MIN. NO.497/2024**

**MEETING WITH KENYA ANIMAL GENETIC RESOURCE CENTRE, NATIONAL LAND COMMISSION AND KENYA BUREAU OF STANDARDS ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with **Kenya Bureau of Standards**. The Committee noted that the Bureau has a staff establishment of 1115 employees.

In terms of gender representation, the Bureau's staff are represented as follows, Male 686

representing 61.52%, while the female are 429 representing 38.47%.

The Bureau has 16 staff living with disabilities. To address the matters pertaining persons with disabilities, women and minorities adequate representation the institute has put in place the following mechanisms;

1. Institute has developed an annual work plan on Disability Mainstreaming and submit to the National Council for Persons with Disabilities (NCPWD)
2. Institute regularly sensitize staff on matters of Gender and Disability Mainstreaming
3. Ensuring accessibility and accommodation of Persons living with disabilities.

The Committee urged KEBS to be inclusive in their future recruitments and employ more PWDs in an attempt to reach the 5% and comply with Article 54(2).

The Committee meeting with **Kenya Animal Genetic Resource Centre** did not take place since the MD/CEO -KAGRIC did not appear but was represented by staff from KAGRIC. The MD was invited for another meeting on 23<sup>rd</sup> May 2024.

**The Committee resolved** to reschedule the meeting with Kenya Animal Genetic Resource Centre to Thursday, 23<sup>rd</sup> May 2024.

**MIN. NO.498/2024**      **AOB**

None.

**MIN. NO.499/2024**      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:40 p.m.

SIGN.....

DATE: .....

**MINUTES OF THE 89<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 23<sup>RD</sup> MAY, 2024 AT 10:00AM, COMMITTEE ROOM 5, FIRST FLOOR, BUNGE TOWERS.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 7. Sen. Raphael Chimera, MP       | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                           |                      |
|---------------------------|----------------------|
| 1. Dr. Eng. John Mativo   | - MD & CEO - KETRACO |
| 2. CHRP (K) Regina Kemboi | - GM, HR & A         |

**MIN. NO.500/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

**MIN. NO.501/2024**

**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
  - i. Kenya Animal Genetic Resource Centre,
  - ii. Bomas of Kenya
  - iii. Kenya Industrial Estates and,
  - iv. Kenya Electricity Transmission Company to deliberate on representation of Kenya's diversity in the staff composition at KAGRIC, Bomas, KIE and KETRACO (*PAPER NO. 92*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

### **MIN. NO.502/2024**

### **CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup>, 83<sup>rd</sup> and 84<sup>th</sup> sitting were deferred.

### **MIN. NO.503/2024**

### **MEETING WITH KENYA ANIMAL GENETIC RESOURCE CENTRE, BOMAS OF KENYA, KENYA ELECTRICITY TRANSMISSION COMPANY AND KENYA INDUSTRIAL ESTATE ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with **Kenya Electricity Transmission Company**. The Committee was taken through the submissions and noted that the staff establishment is 540, with 385 being men representing 71% and 155 being women representing 29%. Persons with Disability are 11 representing a 2.03%. The Committee noted that the largest workforce is between 31-40 years (326).

The Committee noted that KETRACO advertise through my Gov, administration offices in different region (chiefs). Their HR instruments are approved by SCAK and now commenced the process with Public Service noting that they have new board.

The Committee meeting with **Bomas of Kenya** and **Kenya Animal Genetic Resource Centre** did not take off since both entities were not properly constituted in terms of gender.

The Committee meeting with **Kenya Industrial Estate** did not take place too, since they brought documents that were not signed before the Committee.

**The Committee resolved** those three stakeholders (KIE, KAGRIC and Bomas of Kenya) be reinvited for a meeting with the Committee on Thursday, 30<sup>th</sup> May 2024

**MIN. NO.505/2024**      **AOB**

None.

**MIN. NO.506/2024**                      **ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:45 a.m.

SIGN..... *M. I. A. I.*

DATE: ..... *16.06.24*

**MINUTES OF THE 90<sup>TH</sup> SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 27<sup>TH</sup> MAY, 2024 AT 10:00AM, COMMITTEE ROOM 5, FIRST FLOOR, BUNGE TOWERS.**

**PRESENT**

- |                                   |            |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP         | - Chairman |
| 2. Sen. James Lomenen Ekomwa, MP  | - Member   |
| 3. Sen. Joseph Githuku Kamau, MP  | - Member   |
| 4. Sen. Betty Batuli Montet, MP   | - Member   |
| 5. Sen. Beth Syengo, MP           | - Member   |
| 6. Sen. Mwenda Gataya Mo Fire, MP | - Member   |
| 7. Sen. Raphael Chimera, MP       | - Member   |

**ABSENT WITH APOLOGY**

- |                                  |              |
|----------------------------------|--------------|
| 8. Sen. Joyce Korir, MP          | - Vice-Chair |
| 9. Sen. Gloria Magoma Orwoba, MP | - Member     |

**COMMITTEE SECRETARIAT**

- |                       |                          |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk  | - Lead Clerk             |
| 2. Ms. Purity Orutwa  | - Clerk Assistant        |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant        |
| 4. Ms. Lucianne Limo  | - Media Relation Officer |
| 5. Mr. Andrew Nyairo  | - Legal Counsel          |
| 6. Mr. Brian Omosa    | - Hansard Officer        |
| 7. Mr. Fredrick Ouma  | - Serjeant at-Arm        |

**IN ATTENDANCE**

- |                            |                                 |
|----------------------------|---------------------------------|
| 1. Dr. Fred M Siyoi        | - CEO - PPB                     |
| 2. Mr. Wilfred Ochieng     | - Director Pharmacy Practice    |
| 3. Ms. Edna Menach         | - Ag. Manager HRM & D           |
| 4. Ms. Wanza Katatha       | - Director, Laboratory Services |
| 5. Mr. Antony Toroitich    | - Director, Corporate Services  |
| 6. Mr. Ali Abdullahi Arale | - Ag. Director HPT              |
| 7. Ms. Arunga Nancy        | - Corporation Secretary         |

**MIN. NO.507/2024**

**PRELIMINARIES**

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

**MIN. NO.508/2024**

**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
  - i. Pharmacy and Poisons Board and,
  - ii. National Council for Nomadic Education in Kenya to deliberate on representation of Kenya's diversity in the staff composition at PPB and NACONEK (*PAPER NO. 93*)
6. Any Other Business
7. Date of the Next Meeting and Adjournment.

**MIN. NO.509/2024**

**CONFIRMATION OF MINUTES**

The Minutes of the 65<sup>th</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup>, 78<sup>th</sup>, 79<sup>th</sup>, 80<sup>th</sup>, 81<sup>st</sup>, 82<sup>nd</sup>, 83<sup>rd</sup> and 84<sup>th</sup> sitting were deferred.

**MIN. NO.510/2024**

**MEETING WITH PHARMACY AND POISONS BOARD AND NATIONAL COUNCIL FOR NOMADIC EDUCATION IN KENYA ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION.**

The Committee met with **Pharmacy & Poisons Board**. The Committee was taken through the submissions and noted that the staff establishment is 110 employed by the Pharmacy and Poisons Board with another 85 staff deployed from the Ministry of Health. The Committee noted that the Persons with Disability represent 4%. The Committee noted that the average age of staff employed by Pharmacy and Poisons Board is 46years while those deployed from the Ministry of Health average age is 39years.

The Committee noted that the Board has two staff over 60years who are PWDs. Their HR

instruments are approved by SCAK and are almost finalizing the approval of the guidelines with Public Service.

The Committee meeting with **National Council for Nomadic Education of Kenya** did not take off since the stakeholders did not appear.

**The Committee resolved as follows:**

1. Issue summons to Embu County Governor to appear before the Committee on Tuesday, 4<sup>th</sup> June 2024.
2. To write letters rescheduling meetings with National Council for Nomadic Education of Kenya, Bomas of Kenya and Kenya Industrial Estate to Thursday, 30<sup>th</sup> May 2024.

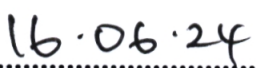
**MIN. NO.511/2024      AOB**

The Chair committed to ask for extra funds from liaison Committee for the Committee to visit Turkana and Marsabit County towards the end of June.

**MIN. NO.512/2024                      ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:15 p.m.

SIGN..........

DATE: ..........