

12. GDC

Ref: HR/GDC/027/PKN/ino/my/pr/km

8TH APRIL 2024

J. M. NYEGENYE, CBS
The Clerk of the Senate
Clerk's Chambers, Parliament Buildings
Po Box 41842-00100
NAIROBI.
EMAIL: cssenate@parliament.co.ke

Dear *Svy*,

RE: REQUEST FOR INFORMATION ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION OF GEOTHERMAL DEVELOPMENT COMPANY.

The above subject matter refers;

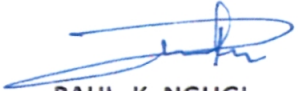
Reference is made to a letter from your Office referenced **SEN/DGAC/DASC/NCEORI/2024/21** dated 5th March 2024.

Enclosed please find the following reports as requested: -

1. The demographic composition of employees of Geothermal Development Company (GDC) in terms of gender, persons with disability, age and ethnicity.
2. The mechanisms put in place to ensure that persons with disability, women, and minorities are adequately represented.
3. Any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process.

Thank you for your support in promoting the representation of Kenya's diversity in the workplace.

Yours *Sincerely*


PAUL. K. NGUGI
MANAGING DIRECTOR & CEO

Copy to

Hon. Walter O. Nyambati
Chairman
Geothermal Development Company
P.O. BOX 100746-00101
NAIROBI
EMAIL: chairman@gdc.co.ke

ANNEX 1- REPORT ON DEMOGRAPHIC COMPOSITION OF GEOTHERMAL DEVELOPMENT COMPANY EMPLOYEES (MARCH 2024)

INTRODUCTION

This report covers the demographic composition of employees of Geothermal Development Company in terms of Gender, Persons with disability, age and ethnicity as highlighted below: -

CATEGORY	TOTAL STAFF NUMBER			GENDER		REGIONAL DISTRIBUTION		AGE DISTRIBUTION		
	PERMANENT	TEMPORARY	TOTAL	Male	Female	Region	Number of Staff	Age Bracket	Number of Staff	Percentage Distribution
GD1 (Managing Director & CEO)	0	1	1	1	0	Nairobi	175	20-30yrs	21	2.30%
GD2 – GD3 (Senior Management)	9	4	13	7	6	Nakuru	402	31-40yrs	449	48.50%
GD4 – GD5 (Middle Management)	37	1	38	23	15	Naivasha	0	41-50yrs	364	39.40%
GD6 – GD7 (Lower Management)	185	4	189	122	67	North Rift	348	51-60yrs	91	9.80%
GD8 – GD12 (All Other Staff)	559	125	684	506	178					
Gender Representation %				71.20%	28.70%					
Staff With Disability (%)	1.5%									
	790	135		659	266					
TOTAL		925		925		925			925	100%

ETHNIC GROUP	P&P	TC	TOTAL	%
Kikuyu	157	23	180	19.46%
Kalenjin	135	34	169	18.27%
Luhya	119	10	129	13.95%
Luo	108	11	119	12.86%
Meru	50	6	56	6.05%
Maasai	37	15	52	5.62%
Kisii	39	9	50	5.41%
Kamba	38	6	44	4.76%
Pokot	23	10	33	3.57%
Somali	27	0	27	2.92%
Taita	27	2	29	3.14%
Mijikenda	10	4	14	1.51%
Turkana	8	1	9	0.97%
Embu	5	1	6	0.65%
Ilchamus	0	2	2	0.22%
Njemps	3	0	3	0.32%
Borana	2	1	3	0.32%
Bajun	1	0	1	0.11%
Teso	1	0	1	0.11%
TOTAL	790	135	925	100.00%

DISABILITY DISTRIBUTION				
Department	Gender	Age	Number of staff	Percentage
Geothermal Centre of Excellence	F	46	1	0.1%
Corporate Communication & Marketing	F	39	1	0.1%
Corporate Planning & Strategy	F	41	1	0.1%
TOTAL NUMBER OF FEMALE EMPLOYEES			3	0.30%
Property Management	M	38	2	0.3%
		38		
Drilling Operations	M	39	1	0.1%
Drilling Planning & Logistics	M	39	1	0.1%
Finance - Treasury Management	M	39	1	0.1%
Drilling Equipment Maintenance	M	41	1	0.1%
Geothermal Resource Assessment	M	44	1	0.1%
Drilling Operations	M	49	1	0.1%
Infrastructure Development	M	46	2	0.3%
		50		
Information Communication & Technology	M	57	1	0.1%
TOTAL NUMBER OF MALE EMPLOYEES			11	1.20%
GRAND TOTAL			14	1.5%

ANNEX 2- REPORT ON MECHANISMS IN PLACE TO ENSURE THAT PERSONS WITH DISABILITY, WOMEN, AND MINORITIES ARE ADEQUATELY REPRESENTED.

The following Mechanisms have been put in place to address representation of PWD's, Women and Minorities:

- a) Implementation of the Government policy on Access to Government Procurement Opportunities (AGPO)
- b) Implementation of GDC Gender and Disability mainstreaming policies
- c) Registration of GDC on the NCPWD career portal
- d) Inclusion of PWDS, women and minorities in various committees throughout the organization
- e) Wellness programs for women through medical service providers
- f) Facilitation on Tax Exemption for PWD's

ANNEX 3- REPORT ON MECHANISMS IN PLACE TO ENSURE THAT PERSONS WITH DISABILITY, WOMEN, AND MINORITIES ARE ADEQUATELY REPRESENTED.

To ascertain the level of inclusivity in the recruitment process, GDC is registered in the National Council for Persons with Disabilities (NCPWD) career portal.

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8TH APRIL 2024

J. M. NYEGENYE, CBS
The Clerk of the Senate
Clerk's Chambers, Parliament Buildings
Po Box 41842-00100
NAIROBI.
EMAIL: cssenate@parliament.co.ke

Dear *Sir,*

RE: REQUEST FOR INFORMATION ON THE REPRESENTATION OF KENYA'S DIVERSITY IN THE STAFF COMPOSITION OF GEOTHERMAL DEVELOPMENT COMPANY.

The above subject matter refers;

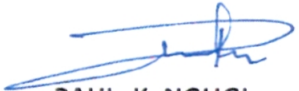
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Thank you for your support in promoting the representation of Kenya's diversity in the workplace.

Yours *Sincerely*


PAUL. K. NGUGI
MANAGING DIRECTOR & CEO

Copy to

Hon. Walter O. Nyambati
Chairman
Geothermal Development Company
P.O. BOX 100746-00101
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EMAIL: chairman@gdc.co.ke



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CC: AM, HR/A

Please

- (1) Provide requested information
- (1v) Co-ordinated with Senate.

REPUBLIC OF KENYA



PARLIAMENT

OFFICE OF THE CLERK OF THE SENATE

Telegraphic Address
'Bunge', Nairobi
Telephone 2848000
Fax: 2243694
E-mail: cSenate@parliament.go.ke

The Senate
Clerk's Chambers
Parliament Buildings
P. O. Box 41842 -00100
NAIROBI, Kenya

18/3/2024

Ref. SEN/DGAC/DASC/NCEORI/2024/21

5th March, 2024

Mr. Paul Ngugi,
Chief Executive Officer,
Geothermal Development Company,
P.O Box 40689 – 00100,
NAIROBI.



Dear Sir,

**RE: REQUEST FOR INFORMATION ON THE REPRESENTATION OF
KENYA'S DIVERSITY IN THE STAFF COMPOSITION OF THE
GEOTHERMAL DEVELOPMENT COMPANY**

The Senate Standing Committee on National Cohesion, Equal Opportunity and Regional Integration is established under standing order 228(1) of the Senate Standing Orders and is mandated to consider all matters relating the pursuit of national and inter-community cohesion, 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

At its 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 Geothermal Development Company.

The Committee seeks information on the following issues -

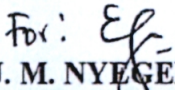
1. The demographic composition of employees of the Geothermal Development Company in terms of gender, persons with disabilities, age and ethnicity;
2. The mechanisms put in place to ensure that persons with disabilities, women, and minorities are adequately represented in the organisation; and
3. Any audits or assessments undertaken in the last three years to ascertain the level of inclusivity in the recruitment process.

The purpose of this letter is to invite you to appear before the Committee on **Tuesday, 30th April, 2024** at the **Mini Chamber, County Hall Building, Nairobi** at **10:00 am** to address the Committee on the matters raised above.

The Committee requests your office to provide a written response to the Committee on or before **Friday, 26th April, 2024**. The response may be sent **by email** on the address: clerk.senate@parliament.go.ke and nationalcohesioncomm.senate@parliament.go.ke.

Mr. Ibrahim Leruk, Principal Clerk Assistant (Cell Number – 0721232091 Email – ibrahim.leruk@parliament.go.ke), is the Clerk to the Committee and is responsible for all arrangements relating to this matter.

Yours faithfully,

For: 
J. M. NYEGENYE, CBS,
CLERK OF THE SENATE.

Copy to:

Hon. Walter Nyambati,
Chairman,
Geothermal Development Company,
P.O Box 100746 – 00100,
NAIROBI.

ACTIONS ON GENDER MAINSTREAMING

1. Affirmative Actions In The Project Areas that include: Provision Of Fresh Water to Women For Domestic Use In Baringo; Provision Of Medical Services At The GDC Clinics In Baringo; Rehabilitation of schools in Menengai; Community engagements in the Menengai, Baringo and Suswa.
2. Distribution of sexual harassment policy statements across the GDC offices
3. Review, sensitization and circulation of the Gender and Gender based violence policies
4. Capacity building for gender committee members on gender mainstreaming
5. Establishment of lactation facility
6. Flexible working hours for nursing mothers
7. Submission of quarterly and bi annual reports to NGECE, MOE and State department for Gender
8. Review of HR Instruments with the aspect of gender responsiveness being considered.
9. Implementation of AGPO to women, youth and persons with disabilities
10. Disaggregated data management
11. Mentorship programmes have been conducted to encourage students uptake of STEM courses
12. Participation in the Pink Energy forum on the International Women day

ACTIONS ON DISABILITY MAINSTREAMING

1. Establishment and training of a sign language interpreter
2. Registration of GDC on the NCPWD career portal
3. Posting of vacancies on the NCPWD career portal
4. Development of the Disability mainstreaming policy
5. Encouraging self registration of PWDs on the Ecitizen platform
6. Facilitating PWDs acquire necessary documentation e.g. Tax exemption certificates
7. Implementation of AGPO to women, youth and persons with disabilities
8. Submission of quarterly/biannual reports to the NCPWD through the council portal
9. Ensuring participation of PWDs in seminars and trainings
10. Providing appropriate Adaptive Technology for staff with disabilities in form of wheelchairs, notetakers, braille displays, large monitors, clutches lifts, non slip walkways,
11. Availing Information, Education and Communication (IEC) materials in alternative accessible formats: video with captioning and sign language interpretation, audio and braille
12. Upgraded the official GDC website to conform with Web Content Accessibility Guidelines (WCAG) on accessibility for persons with disabilities.
13. Maintaining of disaggregated data for PWDs