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*26 May*

**KENYA NATIONAL ASSEMBLY**

**ELEVENTH PARLIAMENT**

**THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE**

**REPORT ON  
THE APPROVAL FOR APPOINTMENT OF DR FLORENCE  
NYOKABI WACHIRA AND DR ABDILLAHI ALAWY AS  
MEMBERS OF THE NATIONAL GENDER AND EQUALITY  
COMMISSION**



26<sup>th</sup> February, 2014

Clerk's Chambers  
Parliament Buildings  
**NAIROBI**

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## **1.0 PREFACE**

On behalf of the Departmental Committee on Labour and Social Welfare and pursuant to the provisions of Standing Order No. ( 199), it is my pleasure and duty to present the Committees report to the house on approval for appointment of Dr:Abdillahi Alawy and Dr.Florence Nyokabi Wachira as members to the National Gender and Equality Commission.

## **1.1 COMMITTEE MEMBERSHIP**

The Departmental Committee on Labour and Social Welfare was constituted by the House on Thursday 16th May, 2013 comprising of the following members:

- 1.Hon, David Were, MP - **Chairperson**
2. Hon. Tiyah Galgalo, MP - **Vice Chairperson**
3. Hon. Janet Teiya, MP
4. Hon. George Muchai, MP
5. Hon. Peris Tobiko, MP
6. Hon. John Ndirangu Kariuki, MP
7. Hon. Winnie Karimi Njuguna, MP
8. Hon. Janet Nangabo, MP
9. Hon. John Serut, MP
10. Hon. Samuel Gichigi, M.P.
11. Hon. Elijah Langat, MP.
12. Hon. Cornelly Serem, MP
13. Hon. Abdi Noor Ali, MP
14. Hon. <sup>Don</sup>David Wanyama, MP
15. Hon Regina Nyeris, MP

16. Hon. Wesley Korir, MP
17. Hon. Kinoti Gatobu, MP
18. Hon. Elijah Moindi Musomi, MP
19. Hon. James Onyango K'Oyoo, MP
20. HON. Omondi John Ogutu, MP
21. Hon. Aisha Jumwa Karisa, MP
22. Hon. Patrick Wangamati, MP
23. Hon Rose Museo Mumo, MP
24. Hon. Silvance Onyango Osele, M.P.
25. Hon. Mustafa Idd, M.P.
26. Hon. Nyasuna Gladys Wanga, MP
27. HON. John Owuor Onyango Kobado, MP
28. Hon. Mwanyoha Hassan Mohammed, M.P.
29. Hon. Mlolwa Jones Mwagogo, M.P.

## **1.2 COMMITTEE MANDATE**

The Committee derives its mandate from provisions of Standing Order 216 (5) which outline functions of the Committee as being:-To investigate, inquire into and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;

To study the programme and policy objectives of ministries and departments and the effectiveness of their implementation;

To study and review all the legislation referred to it;

To study, assess and analyze the relative success of the Ministries and departments measured by the results obtained as compared with their stated objectives;

To investigate and inquire into all matters relating to the assigned Ministries and departments as may be deemed necessary, and as may be referred to it by the House or a Cabinet Secretary;

To vet and report on all appointments where the Constitution or any law requires the national Assembly to approve, except those under Standing Order No. 204 (Committee on Appointments);

To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.

In accordance with Second Schedule of the Standing Orders, the Committee is mandated to consider:-

Labour, trade union relations, manpower or human resource planning, gender, culture and social welfare youth National Youth Service, Children's welfare, National Heritage, Betting, lotteries and sports

### **1.3 COMMITTEE MEETINGS**

Pursuant to standing order 45(4), the Committee held the vetting of the nominees on 20<sup>th</sup> February, 2014 during which the suitability of the nominees for approval for appointment as members to the National Gender and Equality Commission was considered.

The process was guided by chapter six and article 250 of the Constitution, Standing Orders and the criteria as set out in article 7 of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011. The following considerations were given priority:

- (i) Academic qualifications
- (ii) Employment record
- (iii) Professional affiliations
- (iv) Potential conflict of interest
- (v) Knowledge of the relevant subject

(vi) Overall suitability for the position

(vii) Tax compliance

(viii) Integrity

Pursuant to Standing Order 199(2) and (4) the Committee held a meeting on 25<sup>th</sup> February 2014 and adopted the report.

#### 1.4 ACKNOWLEDGEMENTS

(a) The Committee wishes to sincerely thank the Offices of the Speaker and the Clerk of the National Assembly for the necessary support extended to it in the execution of its mandate.

(b) The Chairperson of the Committee takes this opportunity to thank all Members of the Committee for their patience, sacrifice, endurance and commitment to Public Service under tight schedules which enabled us to complete the task within the stipulated period.

(c) The Committee wishes to record its appreciation for services rendered by the staff of the national Assembly attached to the Committee. Their efforts and input made the work of the Committee and production of this Report possible.

(d) Finally, it is now my pleasant duty, on behalf of the Departmental Committee on Labour and social welfare, to present and recommend this report on the nomination of Dr. Florence Nyokabi Wachira and Dr. Abdillahi Alawy on approval for appointment as members of the National Gender and Equality Commission.

Thank you.

SIGNED.....

Hon David Were, MP

(Chairperson)

DATE.....

26-02-2014

## **2.0 BACKGROUND**

### NOMINATION OF MEMBERS FOR APPOINTMENT TO THE NATIONAL GENDER AND EQUALITY COMMISSION

On 11<sup>th</sup> February 2014, Pursuant to Standing Order No. 42, a Message from His Excellency the President-submitted by way of a letter addressed to the Hon. Speaker(**Annex 1**) for submission to the House was conveyed. In the Messages, H.E. The President conveyed that, in exercise of powers conferred by section 11(6) of the National Gender and Equality Commission Act, 2011, he nominated Florence Nyokabi Wachira and Abdillahi Alawy, as the Members of the National Gender and Equality Commission. H.E. The President therefore sought for approval by the House on the nominees for appointment to the aforementioned position.

Standing Order 45 requires that, upon receipt of notification of nomination for appointments, such nomination shall stand committed to the relevant Departmental Committee of the House for consideration.

Pursuant to the provisions of the said Standing Order therefore, and paragraph (3) of Standing Order 42 (*Messages from the President*), the Message from His Excellency the President was committed to the Departmental Committee on Labour and Social welfare(**Annex 2**) to undertake the necessary approval hearings.

Section 11(7) of the National Gender and Equality Commission Act of 2011 requires the National Assembly to either approve or reject the nomination within Twenty one (21) days. In this regard, the Hon. Speaker guided the Committee and the House as follows.

- (i) That the Committee was to notify the nominees and the general public of the time and place for holding the approval hearings, in, good time. The notification was to be made on Thursday, February 13, 2014; and,
- (ii) That the Committee was to thereafter commence the necessary approval hearings from 19<sup>th</sup> February 2014 and submit their report to this House on or before February 26, 2014.

On 12<sup>th</sup> February 2014, the Committee requested the Kenya Revenue Authority, Higher Education Loans Board and Ethics and Anti-corruption Commission to provide a report which they did on matters related to tax compliance, status of loan repayment and integrity.

Pursuant to section 6(9) of the public appointment (parliamentary approval act no.33 of 2011) the committee invited interested members of the public through an advert in Nation and Standard daily papers(**Annex 3**) to submit any representation by written statement on oath (Affidavit) that may have on the suitability or otherwise of the nominees for appointment as members of the National Gender and Equality Commission to be delivered on or before 19<sup>th</sup> February 2014.

On 13<sup>th</sup> February 2014, Pursuant to section 11 (6) and (7) of the National Gender and Equality Commission 2011 and section 6 (9) of the public appointment (parliamentary approval act no.33 of 2011) the National Assembly invited the persons who had been nominated for appointment as members of the aforesaid commission for vetting by the Departmental Committee on Thursday 20<sup>th</sup> February 2014 through an advert in Nation and Standard local daily papers.(Annex 4)

On 20<sup>th</sup> February 2014, the committee conducted the vetting exercise being guided by the Constitution of Kenya, the Public Appointment (Parliamentary Approval) Act, No. 33 of 2011, the national gender and Equality Commission Act and Standing Orders.

The whole process was done by meetings with the Nominees, examining correspondences from the Ethics and Anti Corruption Commission (Annex 5), the Higher Education Loans Board (Annex 6) and the Kenya Revenues Authority (Annex 7) as no sworn affidavit was received from the Public.

### **3.0 VETTING OF DR. FLORENCE NYOKABI WACHIRA FOR APPOINTMENT AS A MEMBER OF NATIONAL GENDER AND EQUALITY COMMISSION**

Dr Florence Nyokabi Wachira appeared before the Departmental Committee on Labour and Social Welfare for vetting on 20 February 2014 at 10.00am. Having submitted her fully filled questionnaire (Annex 8), the Chair informed her that the Committee had not received any memoranda in support or against her from the public. She informed the Members as follows;

1. THAT she holds a PhD in Human Resource Management from Jomo Kenyatta University of Agriculture and Technology(JKUAT)2013.(Annex 9)

2. THAT she holds M.A in Human Resource Development from Middlesex University Business School London (UK) 2006.(Annex10)
3. THAT she holds M.A in Gender and Development Studies from University of Nairobi from 2004.(Annex 11)
4. THAT She holds a Post Graduate Diploma (PGD) in Population studies from University of Nairobi from 1998.(Annex 12)
5. THAT she holds a Bachelor of Education Second class Hons. From the University of Nairobi from 1977.(Annex 13)
6. THAT she is the Director, recruitment & selection ,Public Service Commission from June 2008 to date.
7. THAT she was the Deputy Director-Human Resource Development (HRD), with the Ministry of State for Public Service 2006-june 2008.
8. THAT she worked as the Senior Principal Human Resource Development officer with the Ministry of Cooperative Development.2003-2006.
9. THAT she was Assistant Programme Director ,Civil Service Reform Secretariat,Directorate Personnel Management(DPM).2002-2003.
- 10.THAT she worked as the Deputy Secretary General, in Kenya National Commission for UNESCO 2000-2002.

11. THAT she worked as Assistant Director of Education with the Ministry of Education, Science and Technology (MOEST) 1997-2000.
12. THAT she was a lecturer / Senior Lecturer TSC- Mombasa ,Kenya Polytechnic and Graduate Teacher ,TSC at Agha Khan High School, Nairobi.
13. THAT she will bring in to the Commission a wealth of experience she has gained while working in various institutions.
14. THAT she was honoured and awarded MBS by The President on 12<sup>th</sup> December, 2012.
15. THAT she is a member of the following Professional Associations:
- ❖ Chartered Institute of Personnel Development, UK (CIPD)- Chartered member from 2004 to date, a member
  - ❖ Kenya Institute of Management 2007 to date
  - ❖ Africa Public Service Human Resource Management Network 2009 to date.
  - ❖ Forum for Africa Women Educationists-Kenya Chapter (FAWEK)-Executive Member Up to 2008.
16. THAT she had three published materials that she has authored or edited.

17. THAT She has never held any public office, elective or otherwise. she has neither been involved in any political activities, other than voting in the last general election nor affiliated with any political establishments.
18. THAT She has never held any political office or rendered any services to any political party. Neither is he affiliated with any political establishments in Kenya nor any country for that matter.
19. THAT She has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution.
20. THAT She has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
21. THAT she has no Deferred Income/Future Benefits.
22. THAT she has no plans whatsoever for outside commitment during service in office.
23. THAT her Sources of Income
- ❖ Gross salary 2012/2013 Kshs 440,500 per month = Kshs 5.29 Million per annum.
  - ❖ Gross salary 2013/2014 Kshs 480,998 per month = Ksh 5.77 million per annum.
  - ❖ Rental Income Kshs 840,000 per annum
  - ❖ Dividends of KSHS 10,000 per annum
24. THAT she is Tax Compliant. (Annex 7)
25. THAT he is valued at KSH.23.12 Million.

26. THAT she doesn't know of any Potential Conflicts of Interest in the position for which she is nominated and should such a case arise she will try to address it in a transparent manner to the Higher Authority.
27. THAT in solving any potential conflict of interest, including the procedure she could follow, she said she could follow laid down laws and Regulations as provided in the second schedule section (2) of the National Gender and Equality Commission Act 2011.
28. THAT she has conducted Pro-Bono/Charity Work/Donations to charity e.g donations to Barnados Childrens Home.
29. THAT she has never been charged in court.
30. THAT she has never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry for the entire of his life.
31. THAT she didn't have any objection in making enquiries with his employer/referee in course of consideration of her nomination.

### **3.1 MEMBERS OBSERVATIONS ON DR. FLORENCE NYOKABI WACHIRA**

- 1) THAT she has no any Potential Conflicts of Interest in the position for which she is nominated.
- 2) THAT she has never been adversely mentioned in any investigatory report of Parliament or any other Commission of inquiry.

- 3) THAT she is well knowledgeable and has a passion for gender issues as demonstrated by her philanthropic activities towards the girl child and equal measure of concern to the boy child.
- 4) THAT she is well versed with the issues of Gender and Equality in the country.
- 5) THAT she will no doubt add value to the commission given the fact that she has a vast experience gained from the public service commission to handle diverse communities in the country.
- 6) THAT she meets constitutional and statutory requisites pertaining to the job she is nominated.
- 7) THAT while at the initial stage the committee had reservations with her age, at the end of the vetting exercise the committee was convinced that she was ready to take up new challenges having completed her PhD last year among many other reasons.

### **3.2 RESOLUTION**

Pursuant to Article (7) of Public Appointment (Parliament Approval) Act, the committee found Dr.Florence Nyokabi Wachira suitable to be appointed as a member of the National Gender and Equality Commission.

### **4.0 VETTING OF DR. ABDILLAHI ALAWY FOR APPOINTMENT AS A MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

Dr Abdillahi Alawy appeared before the Departmental committee on Labour and Social Welfare on 20 February 2014 at 11.00am upon invitation. Having submitted a filled questionnaire (Annex 20), Dr Abdillahi Alawy informed the committee members as follows;

1. THAT he holds a dual citizenship(America and Kenya)(Annex 14)

2. THAT he had been in America for 23years since 1989 until December 2012
3. THAT he holds a P.H.D in Agricultural Education specialized in Women Development Research Methods and Programme Evaluation from Ohio State University –U.S.A – 1998(Annex 15)
4. THAT he holds a Masters of Science in Agriculture International Development from Ohio State University-U.S.A – 1993(Annex 16)
5. THAT he holds a Bachelor of Science in Agricultural Economics from Ohio State University-U.S.A- 1991.(Annex 17)
6. THAT he holds a Diploma in Agriculture from Egerton University – Kenya -1995.(Annex 18)
7. THAT he works in Alawy Consulting Group based in Mombasa as a Principal Scientist, Program Evaluation and Research since June 2013 to date.
8. THAT he worked for Women for Women International Washington DC between 2008 and 2013, Gallaudet University Washington DC as a Senior Evaluation Associate for the period 2006-2008,St.John's Community Services Washington DC between 2003-2006 and worked as a Director of Evaluation between 2000-2003.
9. THAT in 1997 he was awarded as an outstanding Graduate Teaching Associate Nomination- Ohio State University.
- 10.THAT he was awarded twenty six thousand dollars as the Rockefeller's African Dissertation Internship Award Winner.

11. THAT he is a member of the following Professional Association:
- ❖ American Evaluation Association since 2000
  - ❖ American Management Association since 2011
  - ❖ Washington Evaluators since 2005
  - ❖ Association for International Agricultural and Extension Education
12. THAT he has had ten published materials that he has authored or edited.
13. THAT he has never held any public office, elective or otherwise. He has neither been involved in any political activities, other than voting in the last general election. Nor affiliated with any political establishments.
14. THAT he has never held any political office or rendered any services to any political party. Neither is he affiliated with any political establishments in Kenya nor any country for that matter.
15. THAT he has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution
16. THAT he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
17. THAT his Deferred Income/Future Benefits is Retirement funds at 65 years old of approximately Ksh. +10,440,000.
18. THAT he has no plans whatsoever as outside commitment during service in office.

19. THAT Sources of Income

In 2013

Partial salary from my last job: Ksh. 3,480,000

Rent from real estate property: Ksh. 3,654,000

Consultancy Fees Ksh. 348,000

In 2014 so far...

Consultancy fees Ksh. 118,000

20. THAT he is Tax Compliant .(Annex 7)

21. THAT he is valued at KSH.53,200,500

22. THAT he doesn't know of any Potential Conflicts of Interest in the position for which he is nominated and should such a case arise he will try to address it in a transparent manner to the Higher Authority.

24. THAT he has not conducted any Pro-Bono/Charity Work/Donations to charity but he is working with Friends of Wasini Island to develop a framework for the establishment of a maternity hospital on the island.

25. THAT he has a divorce case ongoing in the family court in the U.S.A.

26. THAT he has never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry.
27. THAT he didn't have any objection in making enquiries with his employer/referee in course of consideration of his nomination.

#### **4.1 MEMBERS OBSERVATIONS ON DR. ABDULLAHI ALAWY**

The members made the following observations;

1. THAT he lost his Kenyan citizenship when he became an American citizen in 2005 as the old constitution was in full force by then and did not provide for dual citizenship.
2. THAT on request by the committee to prove resumption of his Kenyan citizenship, he indicated that given time he could present the relevant documents and requested to be allowed to present the same thereafter. The committee granted him the chance and he subsequently presented a declaration made by a dual citizen under Section 8(3) of the Kenya Citizenship and Immigration Act 2011, signed on 21<sup>st</sup> February 2014, one day after the vetting.

Section 8(3) of the Kenya Citizenship and Immigration Act 2011 states that;

*Every dual citizen shall disclose his or her other citizenship in the prescribed manner within three months of becoming a dual citizen.*

3. The committee observed that the papers presented were irrelevant to his case given the fact that the resumption of his Kenyan citizenship is provided in Section 10 and 18 of the Kenya Citizenship and Immigration Act 2011 which states as follows;

Section 10

- 1) *A person who was a citizen of Kenya by birth and who ceases to be a citizen of Kenya because he or she acquired the citizenship of another country may apply in the prescribed manner to the secretary to regain Kenyan citizenship.*
- 2) *The applicant under sub-section (1) shall be accompanied by*
  - a) *Proof of applicant's previous Kenyan citizenship;*
  - b) *Proof of citizenship of the other country;*
- 3) *Upon receipt of the application under sub-section (1) the Cabinet Secretary shall cause the application to be registered and keep a record of such application.*
- 4) *The Cabinet Secretary shall after registering an application, issue a certificate in a prescribed form to the applicant.*
- 5) *The Cabinet Secretary may issue an extract of the register to the applicant and such further extracts to such third parties as shall be entitled upon application and payment of such fees as may be prescribed.*

#### Section 18

*A person who qualifies to be registered as a citizen of Kenya under this Act, shall upon taking the oath or affirmation or allegiance, in the prescribed manner, be issued with a Certificate of Registration as a Citizen of Kenya.*

4. THAT he was unable to prove that due diligence was followed in regaining his citizenship as required in Article 14 (5) of the Constitution which states that ;

*A person who is a Kenyan citizen by birth and who has ceased to be a Kenyan citizen because the person acquired citizenship of another country is entitled on application to regain Kenyan citizenship.*

#2

1 2 3 4 5 6 7 8 9

#1

1 2 3 4 5 6 7 8 9

and the aforesaid Section 10 of the Kenya Citizenship and Immigration Act 2011.

5. THAT he was out of touch with Kenya's gender and equality challenges; to an extent that he could not identify even one minority group in Kenya.
6. THAT he failed to convince the Committee that he had the exposure and expertise to handle gender and equality issues in Kenya, perhaps the reason he was ranked 6<sup>th</sup> by the Public Service Commission
7. THAT he remained unclear on matters related to gay by giving his position as "Don't ask, Don't tell"
8. THAT his application (**Annex 19**) was for the position of Chairperson of the National Land Commission even though addressed to the Chair of the Select Panel for the appointment of members of the National Gender and Equality Commission.

#### **4.2 RESOLUTION**

Pursuant to Section 78(1) of the Constitution which states that:

*A person is not legible for an election or appointment into a state office unless the person is a citizen of Kenya.*

And article (7) of the public Appointments (parliamentary Approval) Act, the committee found Dr. Abdillahi Alawy unsuitable for appointment as a member of the National Gender and Equality Commission.

#### **5.0 RECOMMENDATION**

Pursuant to Section 11 (7) of the National Gender and Equality Commission Act 2011,

The house approves the nomination of Dr. Florence Nyokabi Wachira for appointment as a member of National Gender and Equality Commission.

The house rejects the nomination of Dr. Abdillahi Alawy for appointment as a member of National Gender and Equality Commission.

MINUTES OF DEPARTMENTAL COMMITTEE ON LABOUR AND  
SOCIAL WELFARE HELD IN 4<sup>TH</sup> FLOOR CONTINENTAL HOUSE HELD  
ON 20 FEBRUARY 2014 AT 10:AM

MEMBERS PRESENT

1. Hon. David Were, MP - Chairperson
2. Hon. Tiyah Galgalo, MP - Vice Chairperson
3. Hon. George Muchai, MP
4. Hon. Peris Tobiko, MP
5. Hon. John Ndirangu Kariuki, MP
6. Hon. Winnie Karimi Njuguna, MP
7. Hon. John Serut, MP
8. Hon. Samuel Gichigi, M.P.
9. Hon. Elijah Langat, MP.
10. Hon. Cornelly Serem, MP
11. Hon. Wesley Korir, MP
12. Hon. Kinoti Gatobu, MP
13. Hon. Elijah Moindi Musomi, MP
14. Hon. James Onyango K'Oyoo, MP
15. Hon. Patrick Wangamati, MP
16. Hon Rose Museo Mumo, MP

MEMBERS ABSENT

1. Hon. Aisha Jumwa Karisa, MP
2. Hon. Janet Teiya, MP
3. Hon. Janet Nangabo, MP
4. Hon. Abdi Noor Ali, MP
5. Hon. David Wanyama, MP
6. Hon Regina Nyeris, MP
7. HON. Omondi John Ogutu, MP
8. Hon. Silvanice Onyango Osele, M.P.
9. Hon. Mustafa Idd, M.P.
10. HON. John Owuor Onyango Kobado, MP
11. Hon. Nyasuna Gladys Wanga, MP
12. Hon. Mwanyoha Hassan Mohammed, M.P.

13.Hon Wesley Korir,M.P

**MIN/DC/LSW/60/2014 PRELIMINARIES**

The meeting was called to order at 10:20am with a word of prayer from the Chairman.

The Chairman introduced the committee members and the nominee introduced herself as Dr Florence Nyokabi Wachira.

Having presented a fully filled questionnaire, the chair informed the nominee that no memoranda had been sent in support or against her.

**MIN/DC/LSW/61/2014 VETTING OF FLORENCE NYOKABI WACHIRA**

Dr Florence Nyokabi Wachira informed the vetting panel as follows;

1. THAT she holds a PhD in Human Resource Management from Jomo Kenyatta University of Agriculture and Technology (JKUAT)2013.
2. THAT she holds M.A in Human Resource Development from Middlesex University Business School London (UK) 2006.
3. THAT she holds M.A in Gender and Development Studies from University of Nairobi from 2004.
4. THAT She holds a Post Graduate Diploma (PGD) in Population studies from University of Nairobi from 1998.
5. THAT she holds a Bachelor of Education Second class Hons. From the University of Nairobi from 1977.
6. THAT she is the Director, recruitment & selection ,Public Service Commission from June 2008 to date.
7. THAT she was the Deputy Director-Human Resource Development (HRD), with the Ministry of State for Public Service 2006-june 2008.
8. THAT she worked as the Senior Principal Human Resource Development officer with the Ministry of Cooperative Development.2003-2006.

9. THAT she was Assistant Programme Director ,Civil Service Reform Secretariat,Directorate Personnel Management(DPM).2002-2003.
- 10.THAT she worked as the Deputy Secretary General, in Kenya National Commission for UNESCO 2000-2002.
11. THAT she worked as Assistant Director of Education with the Ministry of Education ,Science and Technology (MOEST) 1997-2000.
- 12.THAT was a lecturer / Senior Lecturer TSC-Mombasa ,Kenya Polytechnic and Graduate Teacher ,TSC at Agha Khan High School, Nairobi.
- 13.THAT she will bring in to the Commission a wealth of experience she has gained while working in various institutions.
- 14.THAT she was honoured and awarded MBS by The President on 12<sup>th</sup> December, 2012.
- 15.THAT is a member of the following Professional Associations:
  - ❖ Chartered Institute of Personnel Development,UK (CIPD)-Chartered member from 2004 to date, a member
  - ❖ Kenya Institute of Management 2007 to date
  - ❖ Africa Public Service Human Resource Management Network 2009 to date.
  - ❖ Forum for Africa Women Educationists-Kenya Chapter (FAWEK)-Executive Member Up to 2008.
- 16.THAT she has had three published materials that he has authored or edited.
17. THAT She has never held any public office, elective or otherwise. He has neither been involved in any political activities, other than voting in the last general election. Nor affiliated with any political establishments.
- 18.THAT She has never held any political office or rendered any services to any political party. Neither is he affiliated with any political establishments in Kenya nor any country for that matter.
- 19.THAT She has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution.

20. THAT She has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
21. THAT she no Deferred Income/Future Benefits.
22. THAT she has no plans whatsoever for outside commitment during service in office.
23. THAT Sources of Income
  - ❖ Gross salary 2012/2013 Kshs 440,500 per month=Kshs 5.29 Million per annum.
  - ❖ Gross salary 2013/2014 Kshs 480,998 per month =Ksh 5.77 million per annum.
  - ❖ Rental Income Kshs 840,000 per annum
  - ❖ Dividends of KSHS 10,000 per annum
24. THAT she is Tax Compliant.
25. THAT he is valued at KSH.23.12Million.
26. THAT she doesn't know of any Potential Conflicts of Interest in the position for which she is nominated and should such a case arise she will try to address it in a transparent manner to the Higher Authority.
27. THAT in solving any potential conflict of interest, including the procedure she could follow, she said she could follow laid down laws and Regulations as provided in the second schedule section (2) of the National Gender and Equality Commission Act 2011.
28. THAT she has conducted Pro-Bono/Charity Work/Donations to charity e.g donations to Barnados Childrens Home.
29. THAT she has never been charged in court.
30. THAT she has never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry for the entire of his life.
31. THAT she didn't have any objection in making enquiries with his employer/referee in course of consideration of her nomination.

**MIN/DC/LSW/62/2014 MEMBERS OBSERVATIONS ON DR. FLORENCE NYOKABI WACHIRA.**

The members discussed at length and agreed on the following observations as per the presentation of Dr Florence Nyokabi Wachira.

- 1) THAT she has no any Potential Conflict of Interest in the position for which she is nominated.
- 2) THAT she has never been adversely mentioned in any investigatory report of Parliament or any other Commission of inquiry.
- 3) THAT she is well knowledgeable and has a passion for gender issues as demonstrated by her philanthropic activities towards the girl child and equal measure of concern to the boy child.
- 4) THAT she is well versed with the issues of Gender and Equality in the country.
- 5) THAT she will no doubt add value to the commission given the fact that she has a vast experience gained from the public service commission to handle diverse communities in the country.
- 6) THAT she meets constitutional and statutory requisites pertaining to the job she is nominated.
- 7) THAT while at the initial stage the committee had reservations with her age, at the end of the vetting exercise the committee was convinced that she was ready to take up new challenges having completed her PhD last year among many other reasons.

**MIN/DC/LSW/63/2014. RESOLUTION ON DR FLORENCE NYOKABI WACHIRA**

The members resolved that Dr Florence Nyokabi Wachira was suitable for appointment as a member of the National Gender and Equality Commission.

## MIN/DC/LSW/64/2014. VETTING OF DR. ABDILLAHI ALAWY

The chair introduced the committee members after which the nominee introduced himself as Dr Abdillahi Alawy and informed the members as follows;

1. THAT he holds a dual citizenship(America and Kenya)
2. THAT he had been in America since 1989 until December 2012
3. THAT he holds a P.H.D in Agricultural Education specialized in Women Development Research Methods and Programme Evaluation from Ohio State University –U.S.A – 1998
4. THAT he holds a Masters of Science in Agriculture International Development from Ohio State University-U.S.A – 1993
5. THAT he holds a Bachelor of Science in Agricultural Economics from Ohio State University-U.S.A- 1991.
6. THAT he holds a Diploma in Agriculture from Egerton University – Kenya -1995.
7. THAT he works in Alawy Consulting Group based in Mombasa as a Principal Scientist,Program Evaluation and Research since June 2013 to date.
8. THAT he worked for Women for Women International Washington DC between 2008 and 2013,Gallaudet University Washington DC as a Senior Evaluation Associate for the period 2006-2008,St.John’s Community Services Washington DC between 2003-2006 and worked as a Director of Evaluation between 2000-2003.

9. THAT in 1997 he was awarded as an outstanding Graduate Teaching Associate Nomination- Ohio State University.
10. THAT he was awarded twenty six thousand dollars as the Rockefeller's African Dissertation Internship Award Winner.
11. THAT he is a member of the following Professional Association:
  - ❖ American Evaluation Association since 2000
  - ❖ American Management Association since 2011
  - ❖ Washington Evaluators since 2005
  - ❖ Association for International Agricultural and Extension Education
12. THAT he has had ten published materials that he has authored or edited.
13. THAT he has never held any public office, elective or otherwise. He has neither been involved in any political activities, other than voting in the last general election. Nor affiliated with any political establishments.
14. THAT he has never held any political office or rendered any services to any political party. Neither is he affiliated with any political establishments in Kenya nor any country for that matter.
15. THAT he has never been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution
16. THAT he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

17. THAT his Deferred Income/Future Benefits is Retirement funds at 65 years old of approximately Ksh. +10,440,000.

18. THAT he has no plans whatsoever as outside commitment during service in office.

19. THAT Sources of Income

In 2013

Partial salary from my last job: Ksh. 3,480,000

Rent from real estate property: Ksh. 3,654,000

Consultancy Fees Ksh. 348,000

In 2014 so far...

Consultancy fees Ksh. 118,000

20. THAT his Tax Compliant

21. THAT he is valued at KSH.53,200,500

22. THAT he doesn't know of any Potential Conflicts of Interest in the position for which he is nominated and should such a case arise he will try to address it in a transparent manner to the Higher Authority.

23. THAT in solving any potential conflict of interest, including the procedure he could follow in determining including areas of concern he will identify the potential source of conflict, and try to solve it with the colleagues and should it fail report to the authorities concerned.

24. THAT he has not conducted any Pro-Bono/Charity Work/Donations to charity but he is working with Friends of Wasini Island to develop a framework for the establishment of a maternity hospital on the island.

25. THAT he has a divorce case ongoing in the family court in the U.S.A.

26. THAT he has never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry for the entire of his life

27. THAT he didn't have any objection in making enquiries with his employer/referee in course of consideration of his nomination.

**MIN/DC/LSW/64/2014 MEMBERS OBSERVATIONS ON DR. ABDILLAHI ALAWY**

The Members agreed on the following observations on Dr Abdillahi Allawi;

1. THAT he lost his Kenyan citizenship when he became an American citizen in 2005 as the old constitution was in full force by then and did not provide for dual citizenship.
2. THAT on request by the committee to prove resumption of his Kenyan citizenship, he indicated that given time he could present the relevant documents and requested to be allowed to present the same thereafter. The committee granted him the chance and he subsequently presented a declaration made by a dual citizen under Section 8(3) of the Kenya Citizenship and Immigration Act 2011 signed on 21<sup>st</sup> February 2014, one day after the vetting.

Section 8(3) of the Kenya Citizenship and Immigration Act 2011 states that;

*Every dual citizen shall disclose his or her other citizenship in the prescribed manner within three months of becoming a dual citizen.*

3. The committee observed that the papers presented were irrelevant to his case given the fact that the resumption of his Kenyan

citizenship is provided in Section 10 and 18 of the Kenya Citizenship and Immigration Act 2011 which states as follows;

#### Section 10

- 1) *A person who was a citizen of Kenya by birth and who ceases to be a citizen of Kenya because he or she acquired the citizenship of another country may apply in the prescribed manner to the secretary to regain Kenyan citizenship.*
- 2) *The applicant under sub-section (1) shall be accompanied by*
  - a) *Proof of applicant's previous Kenyan citizenship;*
  - b) *Proof of citizenship of the other country;*
- 3) *Upon receipt of the application under sub-section (1) the Cabinet Secretary shall cause the application to be registered and keep a record of such application.*
- 4) *The Cabinet Secretary shall after registering an application, issue a certificate in a prescribed form to the applicant.*
- 5) *The Cabinet Secretary may issue an extract of the register to the applicant and such further extracts to such third parties as shall be entitled upon application and payment of such fees as may be prescribed.*

#### Section 18

*A person who qualifies to be registered as a citizen of Kenya under this Act, shall upon taking the oath or affirmation or allegiance, in the prescribed manner, be issued with a Certificate of Registration as a Citizen of Kenya.*

4. THAT he was unable to prove that due diligence was followed in regaining his citizenship as required in Article 14 (5) of the Constitution which states that ;

*A person who is a Kenyan citizen by birth and who has ceased to be a Kenyan citizen because the person required citizenship of*

*another country is entitled on application to regain Kenyan citizenship.*

and the aforesaid Section 10 of the Kenya Citizenship and Immigration Act 2011.

5. THAT he was out of touch with Kenya's gender and equality challenges; to an extent that he could not identify even one minority group in Kenya.
6. THAT he failed to convince the Committee that he had the exposure and expertise to handle gender and equality issues in Kenya, perhaps the reason he was ranked 6<sup>th</sup> by the Public Service Commission
7. THAT he remained unclear on matters related to gay by giving his position as "Don't ask, Don't tell"
8. THAT his application (**Annex 19**) was for the position of Chairperson of the National Land Commission even though addressed to the Chair of the Select Panel for the appointment of members of the National Gender and Equality Commission.

**MIN/DC/LSW/65/2014 RESOLUTION ON DR ABDILLAHI ALAWY**

The members resolved that Dr Abdillahi Alawy was unsuitable for appointment as a member of the National Gender and Equality commission.

**MIN/DC/LSW/65/2014 ANY OTHER BUSINESS**

Their being no any other business, the meeting ended at 12: 30 pm.

Confirmed

by..........on..... 26-02-2014 .....

Hon David Were  
Chairperson,

Departmental committee on Labour and Social Welfare

MINUTES OF DEPARTMENTAL COMMITTEE ON LABOUR AND  
SOCIAL WELFARE HELD IN NEW MEMBERS LOUNGE HELD ON 25  
FEBRUARY 2014 AT 10:AM

MEMBERS PRESENT

1. Hon. David Were, MP - **Chairperson**
2. Hon. Tiyah Galgalo, MP - **Vice Chairperson**
3. Hon. George Muchai, MP
4. Hon. Peris Tobiko, M
5. Hon. Winnie Karimi Njuguna, MP
6. Hon. John Serut, MP
7. Hon. Samuel Gichigi, M.P.
8. Hon. Elijah Langat, MP.
9. Hon. Cornelly Serem, MP
10. Hon. Wesley Korir, MP
11. Hon. Kinoti Gatobu, MP
12. Hon. Elijah Moindi Musomi, MP
13. Hon. James Onyango K'Oyoo, MP
14. Hon. Patrick Wangamati, MP
15. Hon Rose Museo Mumo, MP
16. Hon. Janet Teiyaa, MP
17. Hon. Janet Nangabo, MP
18. Hon. Omondi John Ogutu, MP
19. Hon. Silvanice Onyango Osele, M.P.
20. Hon. Mustafa Idd, M.P.
21. Hon. John Owuor Onyango Kobado, MP
22. Hon. Nyasuna Gladys Wanga, MP
23. Hon Wesley Korir, M.P
24. Hon Jones Mlolwa, M.P

**ABSENT WITH APOLOGY**

1. Hon. Abdi Noor Ali, MP
2. Hon. Dan Wanyama, MP
3. Hon. John Ndirangu Kariuki, MP
4. Hon. Aisha Jumwa Karisa, MP
5. Hon. Mwanyoha Hassan Mohammed, M.P

MIN/DC/LSW/66/2014 PRELIMINARIES

The meeting was called to order at 10:20am with a word of prayer from the Chairman.

The Chairman informed the Members that pursuant to provisions in Standing Order 199(4) the Committee was required to adopt the report which it had concluded on the suitability of Abdillahi Alawy and Dr Florence Alawy to be members of the National Gender and Equality Commission.

MIN/DC/LSW/67/2014 ADOPTION OF REPORT

The Members went through the report and it was unanimously adopted.

MIN/DC/LSW/65/2014 ANY OTHER BUSINESS

There being no any other business, the meeting ended at 12: 30 pm.

Confirmed

by..........on.....26-02-2014.....

Hon David Were  
Chairperson,

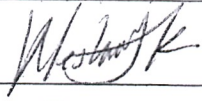
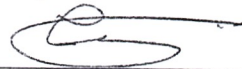
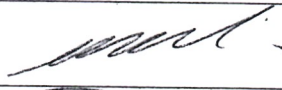


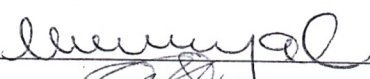




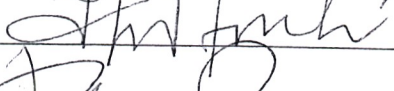

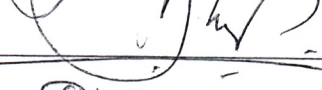
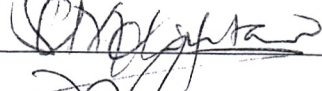
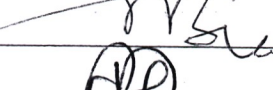
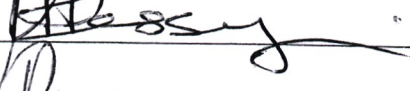
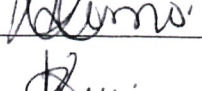
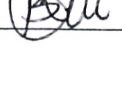
Departmental committee on Labour and Social Welfare

DEPARTMENTAL COMMITTEE - ON LABOUR AND SOCIAL WELFARE

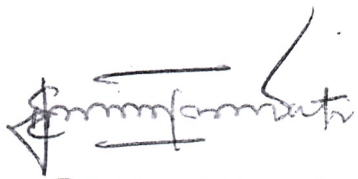
ATTENDANCE/PAYMENT SCHEDULE - (as per Minutes of the ...?!......sitting of the Committee)

The Principal Accounts Controller  
Kenya National Assembly

Please pay the following Members of the Committee their allowances for  
...25/02/2014.....

NAME	SIGNATURE
Hon Wesley Karii	
HON ELIJAH MOUNDI	
JOHN OGUJU ONIANDI	
Hon David A. Were	
Hon. Jones Mbolwa	
Hon Tiyah Sabalo Ue	
Hon Samuel Kibet	
Hon Gladys Wangi	
Hon Cornelius Seem	
HON JAWET TEJIAA	
Hon. Wangamati	
HON. JAMES O. KOYO	
HON. GEORGE MUCHAI	
HON. MUSIATA IDI	
HON JOHN B. SEROT	
HON. PERIS TOBUKO	
Hon. Rose Museo	
Hon. Kinoti Gatobu Bantace	

HON. JOHN KOBADO	Jobado
HON. JANET NAWGASO	NK
Hon Winnie Nyong'o	<del>Winnie</del>
Hon. Elijah Kagame	Kagame
Hon. Dagina Chanyona	Dagina
Hon. Kinoti Gatobu Borface	Borface



Eric Nyambati  
 FOR: CLERK OF THE NATIONAL ASSEMBLY



D/Committees.

ANNEX I

File.  
Appointment.

STATE HOUSE  
P.O. Box 40530  
NAIROBI, KENYA

6<sup>th</sup> February, 2014

**Mr. Justin Muturi, MP**  
**Speaker of the National Assembly**  
**Parliament Buildings**  
**NAIROBI**

**NOMINEES FOR MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

In exercise of powers conferred upon me by Section 11 (6) of the National Gender and Equality Commission Act, 2011, I have nominated:-

1. Florence Nyokabi Wachira and
  2. Abdillahi Alawy
- to be members of the National Gender and Equality Commission.

The same Section 11 (6) requires that the names of the President's nominees are forwarded to the National Assembly for approval.

The purpose of this letter therefore, is to forward the nomination to the National Assembly for consideration.

Attached hereto please find the report of the Selection Panel and Curriculum Vitae.

**UHURU KENYATTA**  
**PRESIDENT**

**Encl.**

Copy to: **Mr. Justin Bundi**  
**Clerk of the National Assembly**  
**Parliament Buildings**  
**NAIROBI**

D/LAP  
prepare  
communication for  
the speaker

CWA  
11/2/14

1 ME

**REPORT OF THE SELECTION PANEL  
FOR THE APPOINTMENT OF MEMBERS  
OF THE  
NATIONAL GENDER AND EQUALITY  
COMMISSION**

**14<sup>TH</sup> JUNE, 2013**

# REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION

## 1.0 Introduction

The Selection Panel for the appointment of Members of the National Gender and Equality Commission was convened on 14<sup>th</sup> June, 2013 pursuant to Section 11(1) of the National Gender and Equality Commission Act, 2011. The Membership of the panel comprised the following:

1. Ms. Grace K. Injene : Chairperson – Association of Professional Societies in East Africa
2. Mr. Kennedy W. Kihara, EBS : Office of the President
3. Ms. Emily Chweya : Office of the Attorney General and Department of Justice
4. Mr. Rigga Mwakio : State Department for Devolution and Planning
5. Mr. Peter M. H. Maina : Public Service Commission
6. Ms. Josephtha O. Mukobe : The National Council for Persons with Disabilities
7. Felicity N. Biriri : Kenya Private Sector Alliance

The Ministry of State for Public Service provided facilitation and support to the Panel. This included provision of an interview venue at Harambee House, the Secretariat and facilitating advertisements.

## 1.1 Vacant Positions

Two (2) positions of member fell vacant arising from the expiry of the term of members of the Commission.

## 1.2 Advertisement of Positions

Advertisement of the position of two Members of the Commission was published in the Daily Nation and Standard Newspapers editions of 27<sup>th</sup> May, 2013.

## **2.0 Applications**

The Panel received a total of one hundred and eighty two (182) applications.

### **2.1 Shortlisting of Applicants for Interviews**

The Panel adopted shortlisting criteria that took into account the following:

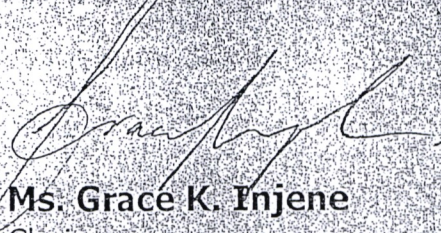
- (i) Minimum requirements as provided in law and the advertisement;
- (ii) Quality/relevance and level of experience;
- (iii) Regional and gender balance;
- (iv) Fair representation of Persons with disability; and
- (v) Youth representation

Shortlisting of candidates to be invited for interview was done on 10<sup>th</sup> June, 2013. Twelve (12) applicants were shortlisted for the position of members. Names of all applicants, their qualifications and shortlisted candidates were published in the Daily Nation and Standard Newspapers edition of 11<sup>th</sup> June, 2013.

### **2.2 Interviews and Ranking**

Interviews of candidates were conducted on 14<sup>th</sup> June, 2013. The candidates were ranked in the order of performance as per the attached list.

### **2.3 A list of current Commissioners is attached.**



**Ms. Grace K. Injene**

Chairperson

Selection Panel for the Appointment of Members of the  
National Gender and Equality Commission

**14<sup>th</sup> June, 2013**

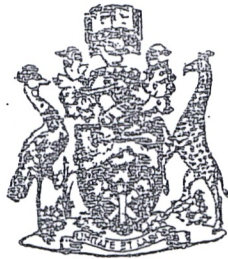
Encl.

W



ANNE

UNIVERSITY OF NAIROBI



This is to certify that

*Florence Nyokabi Ndiritu*

having satisfied the requirements

for the award of the degree of the

BACHELOR OF EDUCATION  
(SCIENCE)

*Second Class Honours (Lower Division)*

was admitted to the degree

at a Congregation held at

this University on the

TWENTY SEVENTH DAY OF OCTOBER IN THE YEAR

1977

*J. N. Karanja*  
VICE CHANCELLOR

*[Signature]*  
REGISTRAR



**UNIVERSITY OF NAIROBI**  
**OFFICE OF THE DEPUTY VICE-CHANCELLOR**  
**(ACADEMIC AFFAIRS)**

*Telegrams Varsity Nairobi*

*Telephone 334244*

*Your Ref:*

*Our Ref:* Q/40/7795/96

*P.O. Box 30197  
 Nairobi, Kenya.*

2nd December, 1999

TO WHOM IT MAY CONCERN  
MRS. FLORENCE NYOKABI WACHIRA  
(ACADEMIC TRANSCRIPTS)

This is to certify that Mrs. Wachira was a full time registered post-graduate student in the Population Studies and Research Institute at this University during the 1996/97 academic year.

Mrs. Wachira was registered for the one year course for the postgraduate Diploma in Population Studies. On successful completion of the course, she was awarded the diploma.

Below is a list of courses that Mrs. Wachira took for the above diploma programme as well as the grades she obtained in them:-

PD 300	Theories of population and world population trends with special reference to Africa	-	A
PD 301	Introduction to techniques of demographic analysis	-	A
PD 302	Introduction to statistics and basic research methodology	-	A
PD 303	Population dynamics	-	A
PD 304	Population, development and socio-economic planning	-	A
PD 305	Culture, population and social change	-	B
PD 306	Population education	-	A
PD 307	Population policies and programmes	-	A

Below is the key to the grading system used above:-

A	70% - 100%	B	60% - 69%
C	50% - 59%	D	49% and Below (FAIL)

*L. O. Akaranga*  
L. O. AKARANGA (MRS)  
SENIOR ASSISTANT REGISTRAR, EXAMINATIONS

LOA/rm

ANNEX I

UNIVERSITY OF NAIROBI



This is to certify that  
*Florence Nyokabi Wachira*

having satisfied the requirements  
for the award of the

POSTGRADUATE DIPLOMA  
IN POPULATION STUDIES

*Distinction*

was presented  
at a Congregation held at  
this University on the

Thirtieth Day of November in the Year  
1998

A handwritten signature in black ink, appearing to be 'G. O. Ombao'.

VICE-CHANCELLOR


A handwritten signature in black ink, appearing to be 'H. A. K. K. K.'.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

N50/P/7276/2002:

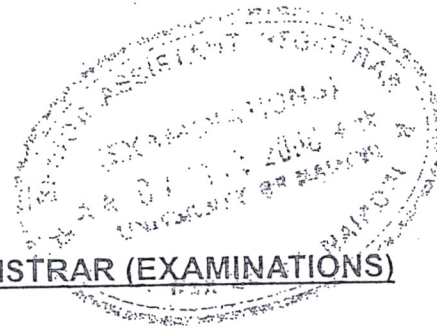
Below is the key to the grading system used above:-

- A 70% - 100% (Distinction)
- B 60% - 69% (Credit)
- C 50% - 59% (Pass)
- D 49% and below (Fail)



**F. K. ARAIGUA (MR)**

**SENIOR ASSISTANT REGISTRAR (EXAMINATIONS)**



FKA/jm



**UNIVERSITY OF NAIROBI**  
**OFFICE OF THE DEPUTY VICE-CHANCELLOR**  
**(ACADEMIC AFFAIRS)**

Telegram: Varsity  
Telex: 28520 Varsity KE  
Fax: 214325  
E-mail: [dvc@uonbi.ac.ke](mailto:dvc@uonbi.ac.ke)  
website: [www.uonbi.ac.ke](http://www.uonbi.ac.ke)

Telephone: 0254-020-318262  
P.O. Box 30197-00100 GPO  
Nairobi  
Kenya

N50/P/7276/2002

3<sup>rd</sup> February, 2006

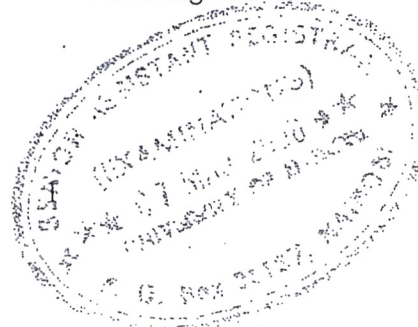
**TO WHOM IT MAY CONCERN**  
**MS. WACHIRA, FLORENCE NYOKABI**  
**(ACADEMIC TRANSCRIPT)**

This is to certify that Ms. Wachira, Florence Nyokabi was a full-time registered postgraduate student in the Institute of African Studies at this University from October, 2002.

Ms Wachira registered for the degree of Master of Arts in Gender and Development. She successfully completed the course and was awarded that degree.

Below is a list of courses that Ms Wachira took for the degree programme as well as the grades she obtained in them:-

CODE	COURSE TITLE	GRADE
NDG 600	Concepts in Gender Analysis	B
NDG 601	Integrating Women and Gender	B
NDG 602	Gender Social Change and Sustainable Human Development	B
NDG 603	Social Science Research Methods	B
NDG 604	Theoretical Approaches in Gender Discourse	B
NDG 605	Education and Training of Women	B
NDG 607	Gender Violence and Conflict Resolutions	B
NDG 608	Gender and Employment	A
NDG 612	Democracy, Political participation and Gender	B
NDG 615	Gender, Poverty Reduction Strategies	A
NDG 616	Gender and Reproductive Health	B
NDG 621	Gender and Natural Resource Management	A
NDG 622	Project Paper	



11 XBUUA

UNIVERSITY OF NAIROBI



This is to certify that

*Florence Nyokabi Wachira*

having satisfied the requirements  
for the award of the degree of the

MASTER OF ARTS  
(IN GENDER AND DEVELOPMENT STUDIES)

was admitted to the degree  
at a Congregation held at  
this University on the

Eleventh Day of March in the Year  
2005

VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



# TRANSCRIPT AND CERTIFICATE OF CREDIT

Name: Florence Nyokabi Wachira

Number: 2435230

Date of Birth: 26 June 1954

HESA No: 410674352307

This transcript is issued on behalf of the Academic Board of Middlesex University

Programme: MA Human Resource Development

HEF Level of Qualification: Masters

Teaching Institution: Middlesex University, London

Language of Instruction: English

Language of Assessment: English

Professional Body of Accreditation: Chartered Institute Of Personnel And Development

stated below are the modules undertaken and transfer credit gained by the above student:

Year	Code	Credit Value	Level	Title	Middlesex Credits	ECTS Credits	Grade
2004/05	HRM4311	15	4	Information Management	15	7.5	8
2004/05	HRM4401	15	4	Managing & Developing People	15	7.5	11
2004/05	HRM4805	15	4	Management And Leadership Development	15	7.5	9
2004/05	HRM4807	15	4	Strategic Management Of Hrd	15	7.5	5
2004/05	HRM4800	15	4	People, Organisations & The Environmental Context	15	7.5	4
2004/05	HRM4806	15	4	Organisational Learning & Knowledge Development	15	7.5	2
2004/05	HRM4808	15	4	Facilitating Learning & Development Interventions	15	7.5	3
2004/05	HRM4817	15	4	Knowledge Leadership	15	7.5	4
2005/06	HRM4996	60	4	Project And Dissertation	60	30	5
<b>Credit Gained:</b>					<b>180</b>	<b>90</b>	

Qualification: Master of Arts

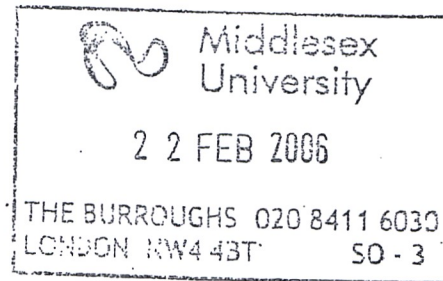
Subject: Human Resource Development

Classification: Pass with Merit

Date of Award: 07 February 2006

Signed

Academic Registrar



Official stamp

This is not a degree or diploma certificate.

Enquiries about the validity of this transcript should be directed to the Academic Registry. Page 1 of 1. Tel: 020 8411 5672

Please see overleaf for details of the grading system

ANNEX 10

# ANNEX 10



FLORENCE NYOKABI WACHIRA

*has been awarded the degree of*

*Master of Arts*

*with*

*Merit*

*in*

*Human Resource Development*

*7 February 2006*

*A transcript of the full programme of study is issued to every graduate.*

Colin Davis  
Academic Registrar

Michael Driscoll  
Vice-Chancellor





**JOMO KENYATTA UNIVERSITY  
OF  
AGRICULTURE AND TECHNOLOGY**

*This is to certify that*

*Florence Nyohabi Wachara*

*having satisfied all the requirements  
for the award of the degree of*

**DOCTOR OF PHILOSOPHY  
(HUMAN RESOURCE MANAGEMENT)**

*was admitted to the degree at a congregation  
held at this University  
on Friday the Twenty Ninth of November  
in the year  
Two Thousand and Thirteen*

*[Signature]*  
Vice Chancellor

*[Signature]*  
Deputy Vice Chancellor  
(Academic Affairs)

30. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

**MRS ALICE A. OTWALA**

**SECRETARY/CEO**

**PUBLIC SERVICE COMMISSION**

**P.O.BOX 30095-00100**

**NAIROBI**

**Email [ceo@publicservice.go.ke](mailto:ceo@publicservice.go.ke)**

**DR. SALOME W. GICHURA**

**COMMISSIONER, TEACHERS SERVICE COMMISSION**

**PRIVATE BAG**

**NAIROBI**

**TEL +254 722 834 679**

**Email [sallygichura@yahoo.co.uk](mailto:sallygichura@yahoo.co.uk)**

**DR. SUSAN WERE**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND**

**TECHNOLOGY(JKUAT, CBD CAMPUS**

**P.O. BOX 6200-00200**

**NAIROBI**

**TEL: +254722837752**

**EMAIL : [susanwere@gmail.com](mailto:susanwere@gmail.com)**

**No. 33 of 2011 [Rev. 2012]**

*Public Appointments (Parliamentary Approval)*

[Issue 1] 10

**Potential Conflicts of Interest:**

- (a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

**NONE**

- (b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

**SHOULD ANY ARISE, I WILL FOLLOW LAID DOWN LAWS and regulations and especially as provided in the Second Schedule, Section (2) of the National Gender and Equality Commission Act, 2011**

26. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

**ONCE A YEAR DONATION TO BARNADOS CHILDRENS HOME – USUALLY CLOTHES, FOOD STUFFS AND FURNITURE AND EQUIPMENT I NO LONGER NEED**

**As a member of ST. PAULS ANGLICAN CHURCH IN SOUTH C, I FULFILL MY OBLIGATIONS**

27. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

**NO**

28. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

**NO**

29. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

**NO**

ANNEX 19

6

132

6

**ABDILLAHI ALAWY, PH.D.**

ADDRESS: P.O. Box 81402 Mombasa, Kenya  
PHONE: +1 254.702.726.283 E-MAIL: aalawy@gmail.com

Grace K Injene,  
The Chairperson  
The Selection Panel for the appointment of  
Members of the National Gender Equality Commission  
Harambee House  
P.O. Box 30050 – 00100  
Nairobi



Dear Ms. Injene,

If you are seeking a forward-thinking, performance-driven, and quality-focused Member of the above Commission who consistently delivers solid results, you would be interested in the experience and the accomplishments highlighted in the enclosed CV.

With more than 25 years of progressive international gender program and policy leadership, I offer well-honed and proven abilities in executing national and international programs-- and compliance improvements that drove institutions toward efficiency and accountability.

As a senior leader and a professional, I am particularly good at providing strategic direction to senior staff on local and international gender issues. I am also a multi-faceted technocrat with excellent problem solving, analytical and sound decision-making skills.

Currently, I am exploring opportunities that would benefit a government program success and serve as a source of new possibilities. Specific to my training and the requirements of the above role, I can fit in as an excellent chair person and leader for the National Land Commission.

If you are seeking leadership from someone with my qualifications and track record, I would welcome a personal interview. I appreciate you taking time to review my credentials.

Sincerely,

Abdillahi Alawy, PhD

Enclosure: CV and other documents

ANNEX 10

INTERVIEWS FOR MEMBERS NATIONAL GENDER AND EQUALITY COMMISSION

14<sup>TH</sup> JUNE, 2013

SCORE SHEET

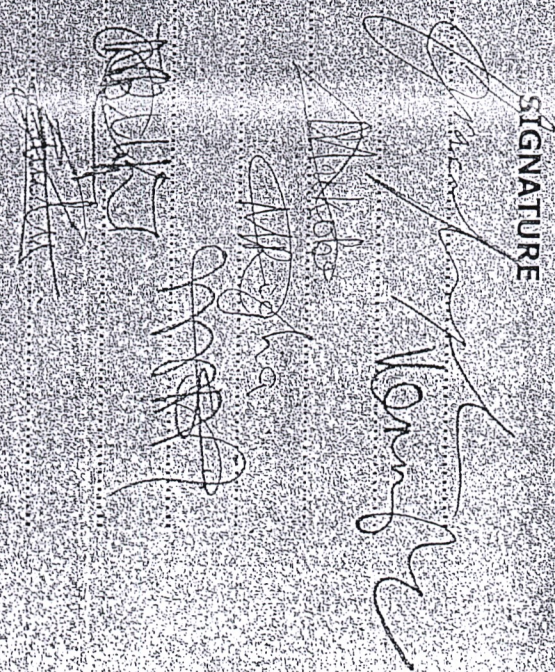
	NAME OF CANDIDATE	PANELIST										TOTAL	AVERAGE SCORE (%)	RANK	GENDER	COUNTRY
		APSEA	OOP	NGPWD	SDDP	PSC	KEPSA	OAGDJ								
1.	Florence Nyokabi Wachira	77	75	75	63	71	77	71	438	73.0	1	F	Nyeri			
2.	Susan K. Mwongeta	76	68	73	70	66	78	77	508	72.6	2	F	Meru			
3.	Dr. Charles Omuor Olungah	82	56	74	70	74	72	79	507	72.4	3	M	Siaya			
4.	Cecilia Mbaka	70	70	73	80	71	62	67	493	70.4	4	F	Kisii			
5.	Edith Makandi	64	58	70	70	71	66	78	477	68.1	5	F	Meru			
6.	Abdillahi Alawy	65	62	73	69	68	59	63	459	65.6	6	M	Kwale			
7.	Violet Tsisiga Awori	67		59	60	65	64.5	58	373.5	62.3	7	F	Vihiga			
8.	Dr. Fugileh Wako	66	53	58	63	60	67	60	427	61	8	M	Moyale			
9.	Silas Malemo Juma	63	57	73	61	58	55	58	425	60.74	9	M	Bungoma			
10.	Rhoda Malemba Lewa	56	53	58	63	64	48	68	410	58.6	10	F	Kilifi			
11.	Aden Noor Aden	50	53	58	65	64	42	49	381	54.4	11	M	Marsabit			
12.	Roselyn W. Mungai															

Did not attend the interview

PANEL MEMBERS

1. Ms. Grace K. Injene, APSEA
2. Mr. Kennedy W. Kinara, EBS, OOP
3. Ms. Josephita O. Mukobe, NGPWD
4. Mr. Rigba Mwakio, SDDP
5. Mr. Peter M. H. Maina, PSC
6. Ms. Felicity N. Biri, KEPSA
7. Ms. Emily Chweya, OAGDJ

SIGNATURE



**LIST OF CURRENT COMMISSIONERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

<b>S/No.</b>	<b>NAME</b>	<b>GENDER</b>	<b>POSITION</b>	<b>COUNTY</b>	<b>DATE OF APPOINTMENT</b>	<b>DATE OF EXPIRY OF TERM</b>
1.	Mrs. Winifred Osimbo Lichuma	F	Chairperson	Kakamega	November 2011	October 2017
2.	Mr. Simon Joni Ndubai	M	Commissioner	Meru	November 2011	October 2017
3.	Mrs. Gumato Ukur Yatani	F	Commissioner	Marsabit	December 2012	November 2018



ANNEX 2

(N)

D / (Ann. H'os)

2) ERUK  
pls def  
FA  
12/2/14

The Speaker  
Used this  
Communication  
yesterday,  
11/2/2014  
Njirere.  
12/2/2014

REPUBLIC OF KENYA

ELEVENTH PARLIAMENT-(FIRST SESSION)

THE NATIONAL ASSEMBLY

MESSAGES

MESSAGE FROM THE PRESIDENT

(No. 01 of 2014)

**ON NOMINATION OF FLORENCE NYOKABI WACHIRA AND  
ABDILLAHI ALAWY FOR APPOINTMENT AS MEMBERS OF THE  
NATIONAL GENDER AND EQUALITY COMMISSION**

Hon. Members,

Pursuant to Standing Order No. 42, I wish to convey the following Message from His Excellency The President-

The Message was submitted by way of a letter addressed to my office for submission to the House. In the Messages, H.E. The President conveys that, in exercise of powers conferred by section 11(6) of the National Gender and Equality Commission Act, 2011, he nominates Florence Nyokabi Wachira and Abdillahi Alawy, as the Members of the National Gender and Equality Commission. H.E. The President therefore seeks the approval of the of this House on the nominees for appointment to the aforementioned position.

Hon. Members,

Standing Order 45 requires that, upon receipt of notification of nomination for appointments, such nomination shall stand committed to the relevant Departmental

YHNE

Committee of the House for consideration. Pursuant to the provisions of the said Standing Order therefore, and paragraph (3) of Standing Order 42 (*Messages from the President*), I hereby refer the Message from His Excellency the President to the Departmental Committee on Labour and Social welfare to undertake the necessary approval hearings.

**Hon. Members,**

Section 11(7) of the National Gender and Equality Commission Act of 2011 requires the National Assembly to either approve or reject the nomination within Twenty one (21) days. In this regard, I wish to guide the Committee and the House as follows-

- (i) The Committee should notify the nominees and the general public of the time and place for holding the approval hearings, in good time. The notification should therefore be made on Thursday, February 13, 2014; and,
- (ii) The Committee may thereafter commence the necessary approval hearings from 19<sup>th</sup> February 2014 and submit their report to this House on or before February 26, 2014.

**Thank you!**

**THE HON. JUSTIN B.N. MUTURI, EGH, MP**  
**SPEAKER OF THE NATIONAL ASSEMBLY**

**February 11, 2014**

**REPUBLIC OF KENYA**



**NATIONAL ASSEMBLY**

In the Matter of the Approval by the National Assembly, of the persons nominated to be appointed as Members of the National Gender and Equality Commission:-

**SUBMISSION OF MEMORANDA**

Section 11(6) of the National Gender and Equality Commission Act, 2011 provides that, H.E. the President shall nominate persons and with the approval of the National Assembly pursuant to Section 11(7) of the said Act, be appointed by the President as Members of the National Gender and Equality Commission.

Pursuant to the said Act, H.E. the President has nominated the following persons to be appointed as Members of the National Gender and Equality Commission:-

1. **Florence Nyokabi Wachira**
2. **Abdullahi Alawy**

Following the receipt of the nomination from H.E the President, the Departmental Committee on Labour and Social Welfare is mandated to vet, consider their suitability for appointment and submit its report to the House for approval. Pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011, the said Departmental Committee now invites interested members of the public to submit any representations by written statement on oath (affidavit), that they may have on the suitability or otherwise of the nominees for appointment as Members of the National Gender and Equality Commission. The representations may be forwarded to the **Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi;** hand-delivered to the **Office of the Clerk, Main Parliament Buildings, Nairobi;** or emailed to **clerk@parliament.go.ke;** to be received **on or before Wednesday 19<sup>th</sup> February, 2014 at 5.00 pm.**

**Justin Bundi**  
Clerk of the National Assembly

**REPUBLIC OF KENYA**



**NATIONAL ASSEMBLY**

**NOTIFICATION ON VETTING BY THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE FOR PERSONS NOMINATED FOR APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

Pursuant to Section 11(6) & (7) of the National Gender and Equality Commission Act, 2011 and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011), the National Assembly invites the following two (2) persons who have been nominated for appointment as Members of the National Gender and Equality Commission for vetting by the Departmental Committee on Labour and Social Welfare on **Thursday 20<sup>th</sup> February, 2014** as indicated below:-

**VENUE - 4<sup>TH</sup> FLOOR CONTINENTAL HOUSE, PARLIAMENT BUILDINGS**

	<b>Nominee</b>	<b>Interview Time</b>
1.	Florence Nyokabi Wachira	10.00 a.m.
2.	Abdillahi Alawy	11.00 a.m.

All candidates should bring with them originals of their identity card, academic and professional certificates and any other supporting documents and testimonials.

**Justin Bundi**  
Clerk of the National Assembly



**KENYA MEDICAL SUPPLIES AUTHORITY (KEMSA)**

Telephone: Nairobi 3922000, Fax: 254-20-3922400  
www.kemsa.co.ke Email: info@kemsa.co.ke  
Commercial Street, Industrial Area  
P.O. Box 47715, 00100 GPO, NAIROBI, KENYA

**INVITATION TO TENDER (ITT)**

**Open International Tender (OIT)**

**Global Fund HIV/AIDS Program, Grant: KEN-H-MOF**  
**Date: 13/02/2014**

1. The Government of Kenya has received a grant from the **Global Fund** to fight **AIDS, Tuberculosis and Malaria** which it intends to use part of the proceeds to fund payments under the contract(s) for the **Supply and Delivery of HIV/AIDS Commodities as detailed below:-**
2. The **Kenya Medical Supplies Authority (KEMSA)**, on behalf of the Government of Kenya, Ministry of Health herewith invites sealed tender(s) for:

<b>Tender No.</b>	<b>Item Description</b>	<b>Tender Closing/Opening Date</b>
<b>GF ATM Rd10 HIV 55F-13/14-OIT-026</b>	<b>Supply and Delivery of Male Condoms</b>	<b>11<sup>th</sup> March, 2014</b>

3. This Tender will be conducted through the Open International Tender (OIT) procedures specified in the Government of Kenya (GOK), The Public Procurement and Disposals Act, 2005 and the Global Fund's Policies on Procurement and Supply Management, November 2009.
4. Interested eligible bidders may obtain further information from KEMSA office and inspect the bidding documents at the address given below, **Mondays to Fridays between 8.00 to 16.00 hours.**
5. A complete set of bidding documents in English may be purchased by interested bidders on the submission of a **written application** to the address below and upon payment of a non-refundable **fee of 13 US Dollars or 1,000 Kenya Shillings.** The method of payment will be by Cash, Bankers cheque or direct deposit to the specified **account no 01141217405100 for KES or 02120217405100 for USD to Co-operative Bank, Enterprise Road Branch, Nairobi, Kenya, Swift: KCOOKENA.**
6. Tenders must be delivered to the address below at or **before 10:00 AM on the specified tender closing/opening date** and must be accompanied by a tender security of **not less than 2% percent** of the tender price in a freely convertible currency. Tenders can be dropped to **KEMSA Tender Box 2 (Global Fund) at KEMSA, MAIN RECEPTION.** Tenders will be opened after **10:00 AM, on the specified tender closing/opening date** in the presence of the Tenderers' representatives who choose to attend. **Late tenders will be rejected.**

**Address for information on/collection of the Tender Document and Tender Opening venue.**

Kenya Medical Supplies Authority (KEMSA), Commercial Street, Industrial Area  
P. O. Box 47715-00100 Nairobi, Kenya; Tel: (+254) 20-392 20 00  
E-mail: [procurement.programs@kemsa.co.ke](mailto:procurement.programs@kemsa.co.ke)



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**THE STANDARD**

ANEX

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

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Justin Bundi  
Clerk of the National Assembly

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

**NOTIFICATION ON VETTING BY THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE FOR PERSONS NOMINATED FOR APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

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**VENUE - 4<sup>TH</sup> FLOOR CONTINENTAL HOUSE, PARLIAMENT BUILDINGS**

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2.	Abdullahi Alawy	11.00 a.m.

All candidates should bring with them originals of their identity card, academic and professional certificates and any other supporting documents and testimonials.

Justin Bundi  
Clerk of the National Assembly



**KENYA MEDICAL SUPPLIES AUTHORITY (KEMSA)**

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5. A complete set of bidding documents in English may be purchased by interested bidders on the submission of a **written application** to the address below and upon payment of a non-refundable **fee of 13 US Dollars or 1,000 Kenya Shillings.** The method of payment will be by Cash, Bankers cheque or direct deposit to the specified account **no 01141217405100 for KES or 02120217405100 for USD to Co-operative Bank, Enterprise Road Branch, Nairobi, Kenya, Swift: KCOOKENA.**
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P. O. Box 47715-00100 Nairobi, Kenya; Tel: (+254) 20-392 20 00  
E-mail: [procurement.programs@kemsa.co.ke](mailto:procurement.programs@kemsa.co.ke)



An ISO Certified Authority. KEMSA: YOUR PARTNER IN HEALTHCARE



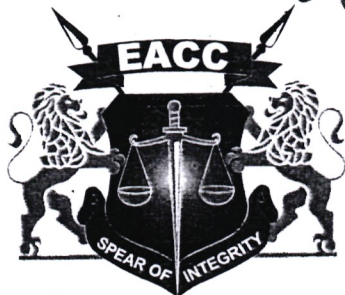


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**THE STANDARD**

INDEX



URGENT

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*20/2*

## ETHICS AND ANTI-CORRUPTION COMMISSION

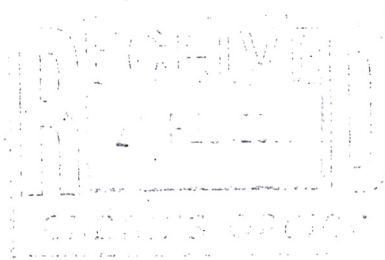
INTEGRITY CENTRE (Valley Rd./Milimani Rd. Junction) P.O. Box 61130 -00200, NAIROBI, Kenya  
TEL.: 254 (020) 2717318/ 310722, MOBILE.: 0729 888881/2/3  
Fax: 254 (020) 2719757 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

Our ref. **EACC. 6/42 VOL. XVII/ (126)**

**19<sup>th</sup> February 2014,**

Mr. Justin Muturi, CBS  
Clerk of the National Assembly  
National Assembly  
P. O. Box 41842-00100  
**NAIROBI**



Dear Sir,

### **RE: VETTING OF NOMINEES FOR APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

Reference is made to your letter **KNA/DC.LSW/CORR/2014/22** dated **13<sup>th</sup> February 2014** received on **18<sup>th</sup> February 2014** on the above matter.

After going through our records, we confirm that we have no outstanding matters or ongoing investigations against **Florence Nyokabi Wachira** and **Abdillahi Alawy** who have been nominated for appointment as members to the National Gender and Equality Commission.

Please note that absence of records in our database is not a guarantee of absolute integrity of the nominees.

Yours faithfully

  
**Michael K. Mubea**  
**Deputy Secretary/CEO – Operations**  
**For: Secretary/Chief Executive Officer**

D/Committee

pre deal  
EMA 19/2/14



FINANCING HIGHER EDUCATION

ANNEX 6

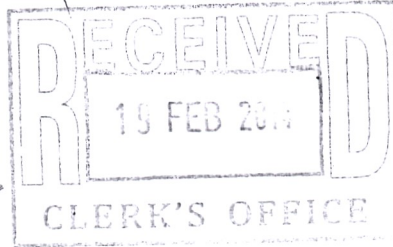
165

# HIGHER EDUCATION LOANS BOARD

Tel: 0711052000, 2278000, 0722205292, 0733205292,  
0704333035, 0704333036, 0737205292, 0754556899  
Fax: 2252330  
E-mail: ceo@helb.co.ke  
Website: www.helb.co.ke

Anniversary Towers  
18th Floor, University Way  
P.O. Box 69489-00400  
Nairobi, Kenya

Ericks  
pls deep  
FA  
19/2



19<sup>th</sup> February, 2014

HELB/RD/56593/POV/129

Justin Bundi, CBS  
The Clerk, National Assembly  
P.O Box 41842-00100  
NAIROBI.

Dear *Justin.*

## CLEARANCE OF NOMINEES FOR APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION.

We acknowledge receipt of your letter Ref No. KNA/DC. LSW/CORR/2014/21 regarding the clearance of shortlisted applicants for the position of Members of the National Gender and Equality Commission.

Please find a list confirming the loan status of the applicants with the board.

S/NO	NAME	ID NO.	STATUS
1	Florence Nyokabi Wachira	3491070	Cleared- Cert no.40844
2	Abdillahi Alawy	4628480	Non Beneficiary

We urge you to encourage the applicants to seek their clearance and compliance certificates from HELB as part of testimonials and conformity to Chapter six of the constitution of Kenya.

We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours sincerely

**CHARLES M. RINGERA**  
**CHIEF EXECUTIVE OFFICER & BOARD SECRETARY**



HEX

Higher Education Loans Board : Statement of Account as at :  
(Student Undergraduate Loan)

19 FEB 2014

Printed : Wednesday February 19 2014 8:23 AM

3491070

NDIRITU FLORENCE NYOKABI

C01/111/78

Uncode

NU

10000

TEACHERS SERVICE COMMISSION

131101

1981

Interest Date may-1990

Maturity 30th Jun,

2

Dr Cr  
Principal

Amount Paid

Balance(outst.)

Date	Particulars	Interest rate %	Dr	Cr	Amount Paid	Balance(outst.)
	PRINCIPAL LOAN					19,200.00
	Accrued Interest		3,707.90			22,907.90
	Loan at maturity					22,356.25
01-MAY-90	TEACHERS SERVICE COMMISSION		0.00	514.75	551.65	21,841.55
01-JUN-90	TEACHERS SERVICE COMMISSION		36.95	514.75	551.65	21,325.95
01-JUL-90	TEACHERS SERVICE COMMISSION		36.05	515.55	551.65	20,809.55
01-AUG-90	TEACHERS SERVICE COMMISSION		35.25	516.45	551.65	20,292.25
01-SEP-90	TEACHERS SERVICE COMMISSION		34.35	517.25	551.65	19,774.15
01-OCT-90	TEACHERS SERVICE COMMISSION		33.55	518.15	551.65	19,255.15
01-NOV-90	TEACHERS SERVICE COMMISSION		32.65	518.95	551.65	18,735.35
01-DEC-90	TEACHERS SERVICE COMMISSION		31.85	519.85	551.65	18,214.65
01-JAN-91	TEACHERS SERVICE COMMISSION		30.95	520.75	551.65	17,693.05
01-FEB-91	TEACHERS SERVICE COMMISSION		30.05	521.55	551.65	17,170.65
01-MAR-91	TEACHERS SERVICE COMMISSION		29.25	522.45	551.65	16,647.35
01-APR-91	TEACHERS SERVICE COMMISSION		28.35	523.25	551.65	16,123.15
01-MAY-91	TEACHERS SERVICE COMMISSION		27.45	524.15	551.65	15,598.15
01-JUN-91	TEACHERS SERVICE COMMISSION		26.65	525.05	551.65	15,072.25
01-JUL-91	TEACHERS SERVICE COMMISSION		25.75	525.85	551.65	14,545.45
01-AUG-91	TEACHERS SERVICE COMMISSION		24.85	526.75	551.65	14,017.85
01-SEP-91	TEACHERS SERVICE COMMISSION		24.05	527.65	551.65	13,489.35
01-OCT-91	TEACHERS SERVICE COMMISSION		23.15	528.45	551.65	12,959.95
01-NOV-91	TEACHERS SERVICE COMMISSION		22.25	529.35	551.65	12,429.75
01-DEC-91	TEACHERS SERVICE COMMISSION		21.45	530.25	551.65	11,898.65
01-JAN-92	TEACHERS SERVICE COMMISSION		20.55	531.15	551.65	11,366.65
01-FEB-92	TEACHERS SERVICE COMMISSION		19.65	531.95	551.65	10,833.75
01-MAR-92	TEACHERS SERVICE COMMISSION		18.75	532.85	551.65	10,299.95
01-APR-92	TEACHERS SERVICE COMMISSION		17.85	533.75	551.65	9,765.35
01-MAY-92	TEACHERS SERVICE COMMISSION		17.05	534.65	551.65	9,229.85
01-JUN-92	TEACHERS SERVICE COMMISSION		16.15	535.55	551.65	8,693.45
01-JUL-92	TEACHERS SERVICE COMMISSION		15.25	536.45	551.65	8,156.15
01-AUG-92	TEACHERS SERVICE COMMISSION		14.35	537.25	551.65	7,617.95
01-SEP-92	TEACHERS SERVICE COMMISSION		13.45	538.15	551.65	7,078.85
01-OCT-92	TEACHERS SERVICE COMMISSION		12.55	539.05	551.65	

CERT NO 40844

Printed by

NGETICHN

Checked by:

HIGHER EDUCATION LOANS BOARD  
P.O. BOX 29489 - 00400  
NAIROBI

19/2/2014

Higher Education Loans Board : Statement of Account as at :  
 (Student Undergraduate Loan)

19-FEB-2014

Printed : Wednesday February 19 2014 8:23 AM

No 3491070  
 Names NDIRITU FLORENCE NYOKABI  
 Admission C01/111/78                      Uncode                      NU  
 Emp. Ref 10000  
 Employer TEACHERS SERVICE COMMISSION  
 VO 131101

Accrued Interest Date                      may-1990                      Maturity 30th Jun,                      1981

Date	Particulars	Interest rate %			Amount Paid	Balance(outst.)
			Dr	Cr		
				Principal		
01-NOV-92	TEACHERS SERVICE COMMISSION	Interest / Repayment	11.65	539.95	551.65	6,538.85
01-DEC-92	TEACHERS SERVICE COMMISSION	Interest / Repayment	10.75	540.85	551.65	5,997.95
01-JAN-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	9.95	541.75	551.65	5,456.25
01-FEB-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	9.05	542.65	551.65	4,913.65
01-MAR-93	TEACHERS SERVICE COMMISSION.	Interest / Repayment	8.15	543.55	551.65	4,370.15
01-APR-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	7.25	544.45	551.65	3,825.75
01-MAY-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	6.35	545.35	551.65	3,280.45
01-JUN-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	5.45	546.25	551.65	2,734.25
01-JUL-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	4.55	547.15	551.65	2,187.15
01-AUG-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	3.65	548.05	551.65	1,639.15
01-SEP-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	2.75	548.95	551.65	1,090.25
01-OCT-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	1.85	549.85	551.65	540.45
01-NOV-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.85	550.75	551.65	- 10.35
01-DEC-93	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.00	551.65	551.65	- 562.05
01-JAN-94	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.00	551.65	551.65	- 1,113.75
01-FEB-94	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.00	551.65	551.65	- 1,665.45
01-MAR-94	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.00	551.65	551.65	- 2,217.15
01-APR-94	TEACHERS SERVICE COMMISSION	Interest / Repayment	0.00	551.65	551.65	- 2,768.60
19-FEB-14		CLOSING BALANCE				- 2,768.60

Total Paid Kshs. 26,479.20

Printed by NGETICHN

HIGHER EDUCATION LOANS BOARD  
 P.O BOX 69720  
 NAIROBI  
 Checked by: [Signature]  
 19/2/2014



# HIGHER EDUCATION LOANS BOARD

Tel: 0711052000, 2278000, 0722205292, 0733205292,  
0704333035, 0704333036, 0737205292, 0754556899  
Fax: 2252330  
E-mail: ceo@helb.co.ke  
Website: www.helb.co.ke

Anniversary Towers  
18th Floor, University Way  
P.O. Box 69489-00400  
Nairobi, Kenya

**HELB/REC/21/CERT 148/62**

01<sup>st</sup> October, 2013

**To Whom It May Concern,**

**UNIVERSITY STUDENTS' LOAN RECOVERY  
ABDILLAH SAGGAF ALAWY ID-4628480**

---

The above subject refers.

Please note that the above named person was not a beneficiary of Higher Education Loans Board Scheme.

In the event of any further queries, please do not hesitate to contact the undersigned.

**This letter is valid until 30<sup>th</sup> September, 2014**

Yours faithfully,

**CLAUDE MKINDI MWAIKWASI  
FOR: BOARD SECRETARY/CEO**

C.C Abdillahi Saggaf Alawy





# ANNEX 7 KENYA REVENUE AUTHORITY

101

ISO 9001:2008 CERTIFIED

MEDIUM AND SMALL TAXPAYERS

18<sup>th</sup> February 2014

① D/Committees



Ref: CDT/MST/HQ/58

National Assembly  
Clerk's Chambers  
Parliament Building  
P.O Box 41842 - 00100  
NAIROBI, Kenya

② Erick  
pls def  
FA  
19/2

### VETTING OF NOMINEES FOR THE APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION

Your letter Ref. KNA/DC. LSW/CORR/2014/21 dated 12<sup>th</sup> February 2014 refers.

Attached is a list of tax compliant applicants.

Alice A. Owuor, OGW.  
**COMMISSIONER OF DOMESTIC TAXES  
MEDIUM AND SMALL TAXPAYERS**

*Tulipe Ushuru Tujitegemee!*



УЧЕНИК



**NOMINEES FOR THE APPOINTMENT AS MEMBERS OF THE  
NATIONAL GENDER AND EQUALITY COMMISSION**

<b>NO</b>	<b>NAME OF APPLICANT</b>	<b>PIN NO</b>	<b>STATUS</b>
1	ABDILLAHI ALAWY	A001523000W	COMPLIANT
2	FLORENCE N. WACHIRA	A001181849H	COMPLIANT

SCHEDULE  
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. Name: **DR. FLORENCE NYOKABI WACHIRA**

2. Position: **MEMBER OF THE NATIONAL GENDER AND EQUALITY  
COMMISSION**

3. Sex: **FEMALE**

4. Date of Birth: **1954, NYERI**

5. Marital Status: **MARRIED**

6. Daytime phone number: **+ 254 20 2227471/5**

7. Mobile phone number: **+254 725 141 078**

8. Email Address: **florence.nyokabi@yahoo.com OR  
fnwachira@publicservice.go.ke**

9. ID Number: **3491070**



10. PIN Number: AOO1181849H

11. Nationality: KENYAN

12. Postal Address: P.O.BOX 1023-00200

13. Town/City: NAIROBI

14. Knowledge of Languages: ENGLISH, KISWAHILI, GIKUYU

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

i) JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY (JKUAT) -2009-2013

PhD HUMAN RESOURCE MANAGEMENT (Nov. 2013 )

ii) MIDDLESEX UNIVERSITY BUSINESS SCHOOL LONDON (UK) – 2004-2006

M.A. HUMAN RESOURCE DEVELOPMENT (July, 2006)

iii) UNIVERSITY OF NAIROBI, 2002-2004 -

M.A. GENDER AND DEVELOPMENT STUDIES(2005)

iv) UNIVERSITY OF NAIROBI, 1997-1998

POSTGRADUATE DIPLOMA(PGD) IN POPULATION STUDIES-1998

v) UNIVERSITY OF NAIROBI, 1974-1977

BACHELOR OF EDUCATION, Second class Hons.

**Employment Record:** (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

June 2008 to date: Director, Recruitment & Selection, Public Service Commission

2006- June 2008: Deputy Director-Human Resource Development (HRD), Ministry of State for Public service

2003- 2006: (Deployment) Senior Principal Human Resource Development Officer. Ministry of Cooperative Development

2002- 2003 Assistant Programme Director, Civil Service Reform Secretariat, Directorate Of Personnel Management (DPM)

2000-2002 : (Deployment) Deputy Secretary General, Kenya National Commission for UNESCO

1997: 2000: Assistant Director Of Education, Ministry Of Education, Science and Technology (MOEST)

1988- 1997 : Lecturer/ Senior Lecturer , TSC –Mombasa /Kenya Polytechnic

1977- 1988 Graduate Teacher, TSC Aga Khan High School, Nairobi

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

**MBS, ( 12<sup>th</sup> December,2012)-The President**

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

a) **CHARTERED INSTITUTE OF PERSONNEL DEVELOPMENT, UK (CIPD) - CHARTERED MEMBER (2004 TO DATE)**

b) **KENYA INSTITUTE OF MANAGEMENT (KIM) FULL MEMBER (2007 TO DATE)**

c) **AFRICA PUBLIC SERVICE HUMAN RESOURCE MANAGEMENT NETWORK( APSHRMnet)- VICE PRESIDENT (EAST AFRICA) 2009 TO DATE**

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

**FORUM FOR AFRICA WOMEN EDUCATIONISTS –KENYA CHAPTER(FAWEK)-EXECUTIVE MEMBER UPTO 2008**

**19. Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

i) **Wachira F.N, Gakure R.W & Orwa G (2012)** The impact of Organizational Politics on the Effectiveness of Management Development in the civil service of Kenya. *International Journal of Business and Social Research*. Vol 2, No.5 October 2012 pp250-259-ISSN 2164 -2540, MIR

ii) **Wachira F.N, Gakure R.W & Orwa G (2012)**. The impact of Human Resource Development expertise on effectiveness of management Development in the civil service of Kenya- *International Journal of Business and Social Research Vol 2 No.6 November 2012 pp217 -225-ISSN 2165-2540, MIR*

iii) **Wachira F.N (2010)** *Essentials of Human Resource Development*. Focus Publishers-ISBN 9966-01-149-8 –Professional Excellence Series

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

**20. Public Office, Political Activities and Affiliations:**

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

NONE

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

NONE

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

NO

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

NO

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

NONE

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

NO

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

GROSS SALARY 2012/2013 KSH, 440,500 PER MONTH = KSh. 5.29million  
PER ANNUM

GROSS SALARY 2013/2014 KSH, 480,988 PER MONTH = KSH 5.77million  
PER ANNUM

RENTAL INCOME:

- a) UNITED SOUTH C KSH 40, 000 PER MONTH = KSH. 480, 000 PER ANNUM
- b) HAZINA ESTATE KSH. 30,000 PER MONTH = 360, 000 PER ANNUM
- c) DIVIDENDS FROM MWALIMU SACCO AND STANDARD BANK SHARES (1,100) -AVERAGE KSH, 10 , 000 PER ANNUM

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

YES

25. **Statement of Net Worth:** (State you financial net worth).

2 HOUSES IN NAIROBI	approx.value	15.0 MILLION
UNDEVELOPED LAND IN RUIRU (1.214 Ha)		1.50 MILLION
SALARY EXPECTATIONS		5.77 MILLION
RENTAL +SHARES		<u>0.85 MILLION</u>
GRAND TOTAL		<u>23.12 MILLION</u>

No. 33 of 2011 [Rev. 2012]  
Public Appointments (Parliamentary Approval)  
[Issue 1] 8

SCHEDULE  
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

**Notes:**

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

- 1. **Name:** (State full name) DR. ABDILLAHI ALAWY
- 2. **Position:** (State office to which you have been nominated). MEMBER: NATIONAL GENDER AND EQUALITY COMMISSION
- 3. **Sex:** MALE
- 4. **Date of Birth:** (State year and place of birth) 1963, WASINI, KWALE COUNTY
- 5. **Marital Status:** MARRIED
- 6. **Daytime phone number:** 0702 726 283
- 7. **Mobile phone number:** 0702 726 283
- 8. **Email Address:** aalawy@gmail.com
- 9. **ID Number:** 4628480
- 10. **PIN Number:** A001523000W
- 11. **Nationality:** KENYAN

50

4

12. **Postal Address:** P. O. BOX 81402-80100

13. **Town/City:** MOMBASA

14. **Knowledge of Languages:** (Specify Languages): ENGLISH, KISWAHILI and several dialects spoken in Kenya Coast region

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

**EDUCATION**

1. **Awarded degree:** Doctor of Philosophy (Ph.D.) in Agricultural Education, specialization in Women in Development, Research Methods, and Program Evaluation

Dates Attended: September 1993 thru June 1998

Date Degree awarded: June 1998.

College of Food, Agriculture and Environmental Science at The Ohio State University, Columbus, OH, USA

*Winner of the 1995-1996 Rockefeller's African Dissertation Internship Award (\$26,000): 1995-1996*

2. **Awarded degree:** Masters of Science Agriculture International Development

Dates Attended: September 1991 thru June 1993

Date degree awarded: June, 1993.

College of Food, Agriculture, and Environmental Science at The Ohio State University, Columbus, OH, USA

3. **Awarded degree:** Bachelor of Science in Agricultural Economics:

Dates Attended: March 1989 thru June 1991

Date degree awarded: June, 1991

College of Food, Agriculture, and Environmental Science, at The Ohio State University, Columbus, OH, USA

4. **Awarded degree:** Diploma in Agriculture

Dates Attended: August 1982 thru June 1985

Date degree awarded: June 1985

Department of Crops Production at the Egerton University, Njoro, Kenya.

**Employment Record:** (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant).....

ALAWY CONSULTING GROUP ▪ Mombasa, Kenya

Principal Scientist, Program Evaluation, and Research | June 2013–Present

- Women for Women International, Democratic Republic of the Congo
- United Nations High Commissioner for Refugees (UNHCR/WfWI DRC)
- County Assembly of Lamu

WOMEN FOR WOMEN INTERNATIONAL ▪ Washington DC, USA

Senior Manager, Monitoring, Evaluation, and Research | 2008-2013

GALLAUDET UNIVERSITY ▪ Washington DC, USA

Senior Evaluation Associate | 2006-2008

ST. JOHN'S COMMUNITY SERVICES ▪ Washington DC, USA

Evaluation Associate | 2003-2006

PUBLIC WELFARE FOUNDATION ▪ Washington DC, USA

Director of Evaluation | 2000-2003

**EARLIER CAREER**

Program Evaluator | STARR COMMONWEALTH ▪ Albion, MI, USA – 1998-2000

Graduate Research Associate | OHIO STATE UNIVERSITY ▪ Columbus, OH, USA – 1996-1998

Research Consultant | UNITED NATIONS DEVELOPMENT PROGRAM ▪ Mombasa, Kenya --1996

Graduate Teaching Associate | OHIO STATE UNIVERSITY ▪ Columbus, OH, USA – 1991-1998

Divisional Agricultural Extension Officer | MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT ▪ Lamu, Kenya -1985-1989

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

- Deans List 1989-1991 at the College of Agriculture, The Ohio State University, USA
- Outstanding Graduate Teaching Associate nomination -- Graduate School, Ohio State University 1997
- The Rockefeller's African Dissertation Internship Award Winner 1995-1996, \$26,000.00.

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Member: American Evaluation Association (AEA) since 2000

Member: American Management Association (AMA) since 2011

Member: Washington Evaluators (WE) 2005

Member: Association for International Agricultural and Extension Education (AIAEE) 2000

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, and charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

Please see above #17.

**19. Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited:

Alawy, A. (2012). A Case Study on Enhancing M&E Capacity through Partnerships of International Humanitarian NGOs. *American Evaluation Association Annual Conference*, Minneapolis, MN. (forthcoming)

Alawy, A. and Roth, D. (2012a). Integrating A Theory of Change into Monitoring and Evaluation Practice. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)

Alawy, A. and Roth, D. (2012b). Tracking the Sustainability of Program Outcomes through Graduate Follow-Up. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)

Alawy, A. and Roth, D. (2012c). Using Scorecards to Convey Data. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)

Alawy, A. (2003). Facilitating Healthcare Reform in the States: Evaluating Ten Years of Public Welfare Foundation Support to Healthcare Consumer Groups. Washington, DC.

Alawy, A. (2003). Capturing the Special Funding Opportunities: A Review of Special Opportunities Grants from 1992 to 2002. Washington, DC.

Alawy, A. (2002). Striving for Excellence in Protecting Human Rights in the United States: An Evaluation of PWF-funded Projects in Two Funding Areas. Countering Hate-Motivated Violence and Discrimination; and Immigration and Refugees. Washington, DC.

Alawy, A. (2002). Evaluation of Public Welfare Foundation-Funded Efforts To Eradicate Female Genital Mutilation In Africa. Report on Burkina Faso, Mali, Gambia, Sudan, Somalia, Egypt and Kenya. Washington, DC.

Alawy, A. (1999). Serving Women's Groups in Kenya: In-service Training Needs of Extension Agents in T&V Extension System. *15<sup>th</sup> Annual Conference for the Association for International Agricultural and Extension Education in Port of Spain*, Trinidad and Scarborough, Tobago.

Alawy, A. (1998). Accessibility of Women's Groups to Agricultural Extension Services in Kenya: An Exploratory and Descriptive Study of Factors, Needs and Problems in Kwale, Kenya.

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

**20. Public Office, Political Activities and Affiliations:**

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

**I have not held any public office, elective or otherwise. I have not been involved in any political activities, other than voting in the last general election. Neither am I affiliated with any political establishments.**

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

**I have not held any political office or rendered any services to any political party. Neither am I affiliated with any political establishments in Kenya or any country for that matter.**

(b) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

**Never**

(c) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

**Never**

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

**Retirement funds when I turn age 65 years old: approximately Ksh. +10,440,000**

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

**No such plans whatsoever**

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

**In 2013**

**Partial salary from my last job: Ksh. 3,480,000**

**Rent from real estate property: Ksh. 3,654,000**

**Consultancy Fees Ksh. 348,000**

**In 2014 so far...**

**Consultancy fees Ksh. 118,000**

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

Yes, I have fully complied with all my tax obligations up to the end of the financial year immediately preceding the nomination for appointment

25. **Statement of Net Worth:** (State your financial net worth).

As of today February 20<sup>th</sup> 2014, my total assets and liabilities are valued at Ksh. 53,200,500

26. **Potential Conflicts of Interest:**

- (a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

I have no known conflict of interest issues in this position for which I have been nominated. In case such a conflict were to arise, I will address it by being open (transparent) to the higher authority (Board) and take immediate action to appropriately avoid wrongdoing and/or operating in a manner that is unethical, corrupt and inappropriate.

- (b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

The first step is to clearly identify the potential source of conflict of interest. The second step is to immediately reveal the matter to the colleagues and higher authority or concerned bodies/institutes/commissions etc. To the point that the matter is not resolved at the initial stages, the third step will be to elevate the issue of concern to authoritative bodies outside of the commission--such as Anti-Corruption, the police or the justice system--and get guidance from that point.

27. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

I have not conducted any pro-bono work or charity work in Kenya or anywhere in over 15 countries where I have worked. However, at the moment I am working with *Friends of Wasini Island* to develop a framework for the establishment of a

maternity hospital on the island. Up to this point, I am not contributing or receiving any monies out of this work.

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

Divorce case in Family Court, USA—on going.

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

Never in my entire life

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

No objections at all!

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

Name: Professor Alamin Mazrui  
Job Title: Professor of Linguistics  
Company: Rutgers University  
Address: Room B 303-  
54 Joyce Kilmer Avenue  
Piscataway, NJ 08854  
Phone: +1 908-420-9090  
E-mail Address: [alaminmazrui@hotmail.com](mailto:alaminmazrui@hotmail.com)

Name: Dr. Abdillahi Aboud, Ph.D  
Job Title: Professor Department of Natural Resources  
Egerton University  
P.O. Box 536 Egerton Kenya  
Phone Number: +254 734 05935  
Email Address: [aboud.egerton@gmail.com](mailto:aboud.egerton@gmail.com)

Name: Ms. Corey Oser  
Job Title: Executive Director of Global Program Department  
Company: Women For Women International  
Address: 2000 M STREET NW Suite 200  
Washington DC 20036  
Phone Number: +1 202 294 4353  
Email Address: [coreyoser@gmail.com](mailto:coreyoser@gmail.com)





REPUBLIC OF KENYA

THE KENYA CITIZENSHIP AND IMMIGRATION ACT 2011

Serial No.....

(To be completed in duplicate)

DECLARATION MADE BY A DUAL CITIZEN

(Under section 8(3))

Full name in block capitals... ABDILLAH SAGGAF ALAWY

Address in block capitals... P.O. BOX 81402 MOMBASA

Habitual residence at the time of making the application... MOMBASA, KENYA

1. I ABDILLAH SAGGAF ALAWY of MOMBASA KENYA am of full age and capacity and was born at (Place and country) WASINI KENYA on OCTOBER 1st 1963

2. I am a citizen of Kenya by:-

- a) Birth
b) Registration
c) Naturalization

3. I also hereby confirm that I am a citizen/national\* of USA (name of country/countries) by:-

- a) Birth
b) Registration
c) Naturalization
d) If any other specify

(15)

4112

4. I ABDULLAH SACCAF ALAWY do solemnly and sincerely declare that the foregoing particulars stated in this declaration are true and within my knowledge.

*[Handwritten Signature]*

Signature of Declarant

Declared this 21 day of February 2014.

*[Handwritten Signature]*  
Victoria M Wambua  
Advocate & Commissioner for Oaths  
P. O. Box 1297/00100  
Nairobi

Signature  
\*(Magistrate/Commissioner for Oaths/Notary Public)

\*Delete as applicable.

**FOR OFFICIAL USE ONLY**

Documents produced:-

Passport(s) No USA 422109941, KPT. A 160890

Other documents

Received by *[Signature]*

Checked by









DEPARTMENT OF IMMIGRATION  
KENYA CITIZENSHIP SECTION

File No. 573854

Declaration No. 005552

Date: 21-02-2014

Name of applicant ABDILLAH I SAGGAF ALAWY

Date and Place of Birth 01-10-1963, KWALE

Date of Declaration 21-02-2014

The above named Kenya citizen has declared/disclosed his/her AMERICAN citizenship.

*CS*  
\* (0110) KENYA (0110) \*  
Immigration Officer  
21.2.2014  
DIRECTOR OF IMMIGRATION SERVICES  
NAIROBI HQS



# The Ohio State University

hereby confers upon

Abdullahi Saggi Alang

the degree of

Doctor of Philosophy

together with all the rights, privileges and honors appertaining thereto in consideration of the satisfactory completion of the course prescribed in

The Graduate School

In Testimony Whereof, the seal of the University and the signatures as authorized by the Board of Trustees are hereunto affixed.

Given at Columbus on the twelfth day of June, in the year of our Lord nineteen hundred ninety-eight and of the University the one hundred twenty-fourth.



*Theobald Alant*  
Chairman of the Board of Trustees

*Richard P. ...*  
President of the University

William J. Napier  
Secretary of the Board of Trustees

ANNEX IS

1

THINE

# The Ohio State University

hereby confers upon

Abdullahi Saggaf Alang

the degree of

Master of Science

together, with all the rights, privileges and honors appertaining thereto in consideration of the satisfactory completion of the course prescribed in

The Graduate School

In Testimony Whereof, the seal of the University and the signatures as authorized by the Board of Trustees are hereunto affixed.

Given at Columbus on the eleventh day of June, in the year of our Lord nineteen hundred ninety-three and of the University the one hundred twenty-fourth.



*Robert E. Cook*  
Chairman of the Board of Trustees

*E. Parker Lee*  
President of the University

*W. Addison Johnson*  
Secretary of the Board of Trustees

THE OHIO STATE UNIVERSITY

hereby confers upon

Abdillahi Saqqaf Alaboy

the degree of

Bachelor of Science in Agriculture

together with all the rights, privileges and honors appertaining thereto in consideration of the satisfactory completion of the course prescribed in

The College of Agriculture

In Testimony Whereof, the seal of the University and the signatures as authorized by the Board of Trustees are hereunto affixed.

Given at Columbus on the fourteenth day of June, in the year of our Lord nineteen hundred ninety-one and of the University the one hundred twenty-second.



*[Signature]*  
Chairman of the Board of Trustees

*[Signature]*  
Secretary of the Board of Trustees

*[Signature]*  
President of the University

ANNEX I.



# EGERTON

# UNIVERSITY

P. O. BOX 536-20115  
EGERTON, KENYA



Tel: (051) 2217932  
Fax: (051) 2217881  
Email: [raca@egerton.ac.ke](mailto:raca@egerton.ac.ke)

OFFICE OF THE REGISTRAR  
(ACADEMIC AFFAIRS)

Ref: 11/82

20<sup>th</sup> February, 2014

## TO WHOM IT MAY CONCERN

REF: ABDILLAHI SAGGAF ALAWY

This is certify the above named was a student of Egerton University pursuing a Diploma course in Agriculture between the years 1982 and 1986. He graduated in July 1986 with a G.P.A. of 2.73 at graduation) which is a Pass.

Any assistance accorded him will be highly appreciated.

Yours sincerely,

**Prof. Ndiritu F. G.**  
**DEPUTY REGISTRAR (ACADEMIC AFFAIRS)**

NFG/pao

ANNEX 18



EGERTON UNIVERSITY COLLEGE, Njoro, Kenya

Permanent Record Card

Name: **ABDILLAH SAGGAF ALAWI**  
 I.D. No. **FILE NO. 11182**

Birth Date:

Home Address: **Box 81402, MOMBASA**

Sex: **MALE**

Nationality: **KENYAN**

Entrance Date: **30<sup>th</sup> August 1982**

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
					22	58
					4	12
					2	6
					3	9
					2	6
					4	12
					4	12
					2	6
					3	9
					2	6
					4	12
					4	12
					2	6
					3	9
					2	6
					4	12
					4	12

Term One G.P.A. = **2.64**

Ent. Credits from:  
 Major: **AGRICULTURE**  
 Graduation Date: **JULY 1986**  
 Points at Graduation: **109**  
 Hours at Graduation: **40**  
 G.P.A. at Grad.: **2.73**  
 Honours **PASS**

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
					22	58
					4	12
					2	6
					3	9
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					4	12
					2	6
					3	9
					2	6



EGERTON UNIVERSITY COLLEGE, Njoro, Kenya

Permanent Record Card

Name: **ABDILLAH SAGGAF ALAWY**  
 I.D. No: **FILE NO. 11182**  
 Birth Date:  
 Home Address: **Box 81402, MOMBASA**  
 Sex: **MALE**  
 Nationality: **KENYAN**  
 Entrance Date: **30<sup>th</sup> August 1982**

Ent. Credits from:  
 Major: **AGRICULTURE**  
 Graduation Date: **JULY 1986**  
 Points at Graduation: **109**  
 Hours at Graduation: **40**  
 G.P.A. at Grad.: **2.73**  
 Honours **PASS**

Dept	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	<b>11</b>	<b>71</b>				
	<b>0311</b>	<b>BASIC INORGANIC &amp; PHYSICAL CHEMISTRY</b>	<b>B</b>	<b>3</b>	<b>3</b>	<b>9</b>
	<b>0211</b>	<b>AGRICULTURAL BOTANY</b>	<b>B</b>	<b>4</b>	<b>4</b>	<b>12</b>
	<b>0221</b>	<b>VERTEBRATE ANATOMY</b>	<b>B</b>	<b>4</b>	<b>4</b>	<b>4</b>
	<b>0032</b>	<b>PLANNING FOR BETTER FAMILY HV.</b>	<b>B</b>	<b>2</b>	<b>2</b>	<b>6</b>
	<b>0611</b>	<b>INTRODUCTORY ECONOMICS</b>	<b>B</b>	<b>3</b>	<b>3</b>	<b>9</b>
	<b>0450</b>	<b>CROPS FIELD EXPERIENCE</b>	<b>B</b>	<b>2</b>	<b>2</b>	<b>6</b>
	<b>0820</b>	<b>BASIC WORKSHOP PRACTICES</b>	<b>B</b>	<b>4</b>	<b>4</b>	<b>12</b>

Dept	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	<b>11</b>	<b>72</b>				
	<b>0312</b>	<b>ORGANIC CHEM. FOR BIOLOGICAL SCIE.</b>	<b>A</b>	<b>3</b>	<b>3</b>	<b>12</b>
	<b>0410</b>	<b>PRINCIPLES OF CROP PRODUCTION</b>	<b>B</b>	<b>3</b>	<b>3</b>	<b>9</b>
	<b>0450</b>	<b>CROPS FIELD EXPERIENCE</b>	<b>C</b>	<b>3</b>	<b>3</b>	<b>6</b>
	<b>0214</b>	<b>ETOLOGY</b>	<b>C</b>	<b>3</b>	<b>3</b>	<b>6</b>
	<b>0213</b>	<b>PLANT TAXONOMY</b>	<b>C</b>	<b>3</b>	<b>3</b>	<b>6</b>
	<b>0224</b>	<b>VERTEBRATE ANATOMY &amp; PHYSIOLOGY</b>	<b>B</b>	<b>3</b>	<b>3</b>	<b>9</b>
	<b>0225</b>	<b>GENETICS</b>	<b>C</b>	<b>4</b>	<b>4</b>	<b>8</b>
	<b>0841</b>	<b>TRACTOR SERVICING &amp; OPERATION</b>	<b>C</b>	<b>3</b>	<b>3</b>	<b>6</b>
	<b>0711</b>	<b>INTRO. TO LANGUAGE COMM.</b>	<b>B</b>	<b>3</b>	<b>3</b>	<b>9</b>

TERM ONE G.P.A. = 2.64

TERM TWO G.P.A. = 2.54

Cumm. Points = 129; Cumm. Hours = 50; Cumm. G.P.A. = 2.51



20/2/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	11	73				
	0451	Fields Crops Practicals	B	3	3	9
	0041	Introduction To Human Nutrition	B	3	3	9
	614	Production Economics	C	3	3	6
	0921	Introduction To Range Mgt.	A	3	3	12
	0815	Introduction Learning	B	3	3	9
	0223	NEUTRARGE PHYSIOLOGY	C	3	3	6
	0854	Introduction To Farm Machinery	C	5	5	10
	0410	Princ. Of Crop Production	B	2	2	6
	324	Soil Chemistry	D	4	4	4
				29	29	71

TERM THREE Gr. P. A. = 2.45

Cumm. Points = 200

Cumm. Hours = 79

Cumm. Gr. P. A. = 2.53

20/2/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	12	71				
	0331	General Agricultural Biochemistry	B	4	4	12
	0512	Intred. To Dairy Industry	A	1	1	4
	0650	Farm Records & Accounts	B	3	3	9
	0431	Annual crops	A	3	3	12
	0451	Fields Crops Practicals	B	3	3	9
	0234	Microbiology	C	4	4	8
	0112	General Practicals	B	2	2	6
	0124	Animal Nutrition	C	3	3	6
	0751	Introduction To Rural Sociology	B	3	3	9
				26	26	75

TERM FOUR Gr. P. A. = 2.88

Cumm. Points = 275

Cumm. Hours = 105

Cumm. Gr. P. A. = 2.62

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	CROPS 0451	FIELDS CROPS PRACTICALS	B	3	3	9
	HOME 0641	INTRODUCTION TO HUMAN NUTRITION	B	3	3	9
	ECON 614	PRODUCTION ECONOMICS	C	3	3	6
	ANISE 0421	INTRODUCTION TO RANGE MGT.	A	3	3	12
	ENGIN 0815	INTRODUCTION DRAWING	B	3	3	9
	BIO 0223	VEGETABLE PHYSIOLOGY	C	3	3	6
	ENGIN 0854	INTRODUCTION TO FARM MACHINERY	C	5	5	10
	CROPS 0410	FARM. OF CROP PRODUCTION	B	2	2	6
	CHEM 324	GEN. CHEMISTRY	D	4	4	4
				29	29	71

TERM THREE G.P.A. = 2.45  
 Cumm. Points = 200  
 Cumm. Hours = 79  
 Cumm. G.P.A. = 2.53



20/2/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	CHEM 0331	GENERAL AGRICULTURAL BIOCHEMISTRY	B	4	4	12
	BIOTECH 0512	INTROD. TO DAIRY INDUSTRY	A	1	1	4
	ECON 0650	FARM RECORDS & ACCOUNTS	B	3	3	9
	CROPS 0431	ANNUAL CROPS	A	3	3	12
	CROPS 0451	FIELDS CROPS PRACTICALS	B	3	3	9
	BIO 0234	MICROBIOLOGY	C	4	4	8
	ANSCI 0112	GENERAL PRACTICALS	B	2	2	6
	ANSCI 0124	ANIMAL NUTRITION	C	3	3	6
	EBUC 0751	INTRODUCTION TO RURAL SOCIOLOGY	B	3	3	9
				26	26	75

TERM FOUR G.P.A. = 2.88  
 Cumm. Points = 275  
 Cumm. Hours = 105  
 Cumm. G.P.A. = 2.62


Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	ANSC 112	GENERAL PRACTICALS	C	2	2	4
	CHEM 052	FERTILITY & FERTILIZER CHEMISTRY	C	4	4	8
	ECON 062	FARM MANAGEMENT	C	3	3	6
	EDUC 752	PRINCIPLES OF EXT. EDUCATION	B	2	2	6
	ENGIN 081	INTRODUCTION STATISTICS	C	3	3	6
	CROPS 0451	FIELD CROPS PRACTICALS	B	3	3	9
	CROPS 0431	ANNUAL CROPS	A	3	3	12
	CROPS 0414	PRINC OF CROP IMPROVEMENT	B	2	2	6
	ANIM 112	ANIMAL HEALTH & DISEASES	C	4	4	8
	ENGIN 086	FARM STORES	C	3	3	6
				29	29	74

TERM FIVE G.P.A. = 2.55

Cumm. POINTS = 3149

Cumm. HOURS = 134

Cumm. G.P.A. = 2.61

  
 AUTHORIZED AS A TRUE COPY OF THIS ORIGINAL  
 2/21/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	CROPS 0437	TROPICAL / SUBTROPICAL FRUITS	A	3	3	12
	CROPS 0451	FIELD CROP PRACTICALS	A	3	3	12
	CROPS 0433	PERENNIAL CROPS	C	3	3	6
	CROPS 0415	PRINC. OF FIELD EXPERIMENTATION	A	3	3	12
	EDUC 712	TECHNICAL WRITING & REPORTING	B	2	2	6
	ANSC 0131	RUMINANT HUSBANDRY	C	5	5	10
	ECEN 0613	AGRICULTURAL MARK. & POLICIES	B	2	2	6
	CROPS 0430	PASTURE & FEEDING MGT.	B	3	3	9
				24	24	73

TERM SIX G.P.A. = 3.04

Cumm. POINTS = 422

Cumm. HOURS = 158

Cumm. G.P.A. = 2.67





Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	113	71				
	AMSCI 0113	LIVESTOCK DUTIES	A	7	7	28
	ELEN 0610	FARMING SYSTEMS	B	3	3	9
	CROPS 0433	PERENNIAL CROPS	B	3	3	9
	EDUC 0753	EXTENSION PROG. PLANNING & EVALUATION	B	3	3	9
	ENGIN 0855	DRAFT ANIMAL & SMALL EQUIPMENT	B	4	4	12
	CROPS 0451	FIELD CROPS PRACTICES	B	3	3	9
	CROPS 0412	SEED PRODUCTION & TESTING	B	3	3	9
	ELEN 0672	RURAL DEVELOPMENT	B	3	3	9
				29	29	94
	TERM SEVEN	G. P. A. = 3.24				
	Cumm. Points = 516					
	Cumm. Hours = 187					
	Cumm. G. P. A. = 2.76					

*[Signature]*

25/12/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	113	72				
	CHEM 0341	PESTICIDES & PLANT GROWTH REG.	C	3	3	6
	AMSCI 0132	NO. ANIMALS HUSBANDRY	B	5	5	15
	ENGIN 0873	SOIL & WATER MGR.	C	5	5	10
	CROPS 0451	FIELD CROPS PRACTICES	B	3	3	9
	CROPS 0460	OUTSIDE VISITS	C	2	2	4
	CROPS 0463	SPECIAL PROJECT & FIELD ATTACHMENT	B	4	4	12
	CROPS 0452	HERTICULTURAL PRACTICES	B	3	3	9
	CROPS 0445	VEGETABLE GROWING	B	3	3	9
				28	28	74
	TERM EIGHT	G. P. A. = 2.64				
	Cumm. Points = 590					
	Cumm. Hours = 215					
	Cumm. G. P. A. = 2.74					

113 73

EDUC 0756	GOVERNMENT PROCEDURE	B	2	2	6
CROPS 0465	SEMINARS	C	4	4	8
CROPS 0461	AGRICULTURAL SEMINARS	B	2	2	6
TERM NINE	G. P. A. = 2.50			8	20
Cumm. Points = 610					
Cumm. Hours = 223					
Cumm. G. P. A. = 2.74					



ANNEX 19

6

132

6

**ABDILLAHI ALAWY, PH.D.**

ADDRESS: P.O. Box 81402 Mombasa, Kenya  
PHONE: +1 254.702.726.283 E-MAIL: aalawy@gmail.com

Grace K Injene,  
The Chairperson  
The Selection Panel for the appointment of  
Members of the National Gender Equality Commission  
Harambee House  
P.O. Box 30050 – 00100  
Nairobi



Dear Ms. Injene,

If you are seeking a forward-thinking, performance-driven, and quality-focused Member of the above Commission who consistently delivers solid results, you would be interested in the experience and the accomplishments highlighted in the enclosed CV.

With more than 25 years of progressive international gender program and policy leadership, I offer well-honed and proven abilities in executing national and international programs— and compliance improvements that drove institutions toward efficiency and accountability.

As a senior leader and a professional, I am particularly good at providing strategic direction to senior staff on local and international gender issues. I am also a multi-faceted technocrat with excellent problem solving, analytical and sound decision-making skills.

Currently, I am exploring opportunities that would benefit a government program success and serve as a source of new possibilities. Specific to my training and the requirements of the above role, I can fit in as an excellent chair person and leader for the National Land Commission.

If you are seeking leadership from someone with my qualifications and track record, I would welcome a personal interview. I appreciate you taking time to review my credentials.

Sincerely,

Abdillahi Alawy, PhD

Enclosure: CV and other documents

PI 3.11A

No. 33 of 2011 [Rev. 2012]

*Public Appointments (Parliamentary Approval)*

[Issue 1] 8

SCHEDULE

[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

**Notes:**

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) DR. ABDILLAHI ALAWY
2. **Position:** (State office to which you have been nominated). MEMBER: NATIONAL GENDER AND EQUALITY COMMISSION
3. **Sex:** MALE
4. **Date of Birth:** (State year and place of birth) 1963, WASINI, KWALE COUNTY
5. **Marital Status:** MARRIED
6. **Daytime phone number:** 0702 726 283
7. **Mobile phone number:** 0702 726 283
8. **Email Address:** aalawy@gmail.com
9. **ID Number:** 4628480
10. **PIN Number:** A001523000W
11. **Nationality:** KENYAN

NUMBER 50

12. **Postal Address:** P. O. BOX 81402-80100

13. **Town/City:** MOMBASA

14. **Knowledge of Languages:** (Specify Languages): ENGLISH, KISWAHILI and several dialects spoken in Kenya Coast region

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

**EDUCATION**

1. **Awarded degree:** Doctor of Philosophy (Ph.D.) in Agricultural Education, specialization in Women in Development, Research Methods, and Program Evaluation

**Dates Attended:** September 1993 thru June 1998

**Date Degree awarded:** June 1998.

College of Food, Agriculture and Environmental Science at The Ohio State University, Columbus, OH, USA

*Winner of the 1995-1996 Rockefeller's African Dissertation Internship Award (\$26,000): 1995-1996*

2. **Awarded degree:** Masters of Science Agriculture International Development

**Dates Attended:** September 1991 thru June 1993

**Date degree awarded:** June, 1993.

College of Food, Agriculture, and Environmental Science at The Ohio State University, Columbus, OH, USA

3. **Awarded degree:** Bachelor of Science in Agricultural Economics:

**Dates Attended:** March 1989 thru June 1991

**Date degree awarded:** June, 1991

College of Food, Agriculture, and Environmental Science, at The Ohio State University, Columbus, OH, USA

4. **Awarded degree:** Diploma in Agriculture

**Dates Attended:** August 1982 thru June 1985

**Date degree awarded:** June 1985

Department of Crops Production at the Egerton University, Njoro, Kenya.

**Employment Record:** (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant).....

ALAWY CONSULTING GROUP ■ Mombasa, Kenya

Principal Scientist, Program Evaluation, and Research | June 2013–Present

- Women for Women International, Democratic Republic of the Congo
- United Nations High Commissioner for Refugees (UNHCR/WfWI) DR Congo
- County Assembly of Lamu

WOMEN FOR WOMEN INTERNATIONAL ▪ Washington DC, USA

Senior Manager, Monitoring, Evaluation, and Research | 2008-2013

GALLAUDET UNIVERSITY ▪ Washington DC, USA

Senior Evaluation Associate | 2006-2008

ST. JOHN'S COMMUNITY SERVICES ▪ Washington DC, USA

Evaluation Associate | 2003-2006

PUBLIC WELFARE FOUNDATION ▪ Washington DC, USA

Director of Evaluation | 2000-2003

#### **EARLIER CAREER**

Program Evaluator | STARR COMMONWEALTH ▪ Albion, MI, USA – 1998-2000

Graduate Research Associate | OHIO STATE UNIVERSITY ▪ Columbus, OH, USA – 1996-1998

Research Consultant | UNITED NATIONS DEVELOPMENT PROGRAM ▪ Mombasa, Kenya – 1996

Graduate Teaching Associate | OHIO STATE UNIVERSITY ▪ Columbus, OH, USA – 1991-1998

Divisional Agricultural Extension Officer | MINISTRY OF AGRICULTURE AND LIVESTOCK DEVELOPMENT ▪ Lamu, Kenya – 1985-1989

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

- Deans List 1989-1991 at the College of Agriculture, The Ohio State University, USA
- Outstanding Graduate Teaching Associate nomination -- Graduate School, Ohio State University 1997
- The Rockefeller's African Dissertation Internship Award Winner 1995-1996, \$26,000.00.

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Member: American Evaluation Association (AEA) since 2000

Member: American Management Association (AMA) since 2011

Member: Washington Evaluators (WE) 2005

Member: Association for International Agricultural and Extension Education (AIAEE) 2000

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, and charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

**Please see above #17.**

## 19. Published Writings:

- (a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

- Alawy, A. (2012). A Case Study on Enhancing M&E Capacity through Partnerships of International Humanitarian NGOs. *American Evaluation Association Annual Conference*, Minneapolis, MN. (forthcoming)
- Alawy, A. and Roth, D. (2012a). Integrating A Theory of Change into Monitoring and Evaluation Practice. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)
- Alawy, A. and Roth, D. (2012b). Tracking the Sustainability of Program Outcomes through Graduate Follow-Up. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)
- Alawy, A. and Roth, D. (2012c). Using Scorecards to Convey Data. *Good Practices for Non-Profits in Monitoring and Evaluation: A Hilton Foundation Laureate Sourcebook*. (Linda Morra Imas, ed.)
- Alawy, A. (2003). Facilitating Healthcare Reform in the States: Evaluating Ten Years of Public Welfare Foundation Support to Healthcare Consumer Groups. Washington, DC.
- Alawy, A. (2003). Capturing the Special Funding Opportunities: A Review of Special Opportunities Grants from 1992 to 2002. Washington, DC.
- Alawy, A. (2002). Striving for Excellence in Protecting Human Rights in the United States: An Evaluation of PWF-funded Projects in Two Funding Areas. Countering Hate-Motivated Violence and Discrimination; and Immigration and Refugees. Washington, DC.
- Alawy, A. (2002). Evaluation of Public Welfare Foundation-Funded Efforts To Eradicate Female Genital Mutilation In Africa. Report on Burkina Faso, Mali, Gambia, Sudan, Somalia, Egypt and Kenya. Washington, DC.
- Alawy, A. (1999). Serving Women's Groups in Kenya: In-service Training Needs of Extension Agents in T&V Extension System. *15<sup>th</sup> Annual Conference for the Association for International Agricultural and Extension Education in Port of Spain*, Trinidad and Scarborough, Tobago.
- Alawy, A. (1998). Accessibility of Women's Groups to Agricultural Extension Services in Kenya: An Exploratory and Descriptive Study of Factors, Needs and Problems in Kwale, Kenya.

- (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

## 20. Public Office, Political Activities and Affiliations:

- (a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

**I have not held any public office, elective or otherwise. I have not been involved in any political activities, other than voting in the last general election. Neither am I affiliated with any political establishments.**

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

**I have not held any political office or rendered any services to any political party. Neither am I affiliated with any political establishments in Kenya or any country for that matter.**

(b) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

**Never**

(c) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

**Never**

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

**Retirement funds when I turn age 65 years old: approximately Ksh. +10,440,000**

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

**No such plans whatsoever**

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

**In 2013**

<b>Partial salary from my last job:</b>	<b>Ksh. 3,480,000</b>
<b>Rent from real estate property:</b>	<b>Ksh. 3,654,000</b>
<b>Consultancy Fees</b>	<b>Ksh. 348,000</b>

**In 2014 so far...**

<b>Consultancy fees</b>	<b>Ksh. 118,000</b>
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24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

Yes, I have fully complied with all my tax obligations up to the end of the financial year immediately preceding the nomination for appointment

25. **Statement of Net Worth:** (State your financial net worth).

As of today February 20<sup>th</sup> 2014, my total assets and liabilities are valued at Ksh. 53,200,500

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories, obligations or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

I have no known conflict of interest issues in this position for which I have been nominated. In case such a conflict were to arise, I will address it by being open (transparent) to the higher authority (Board) and take immediate action to appropriately avoid wrongdoing and/or operating in a manner that is unethical, corrupt and inappropriate.

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

The first step is to clearly identify the potential source of conflict of interest. The second step is to immediately reveal the matter to the colleagues and higher authority or concerned bodies/institutes/commissions etc. To the point that the matter is not resolved at the initial stages, the third step will be to elevate the issue of concern to authoritative bodies outside of the commission--such as Anti-Corruption, the police or the justice system--and get guidance from that point.

27. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

I have not conducted any pro-bono work or charity work in Kenya or anywhere in over 15 countries where I have worked. However, at the moment I am working with Friends of Wasini Island to develop a framework for the establishment of a

**maternity hospital on the island. Up to this point, I am not contributing or receiving any monies out of this work.**

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

**Divorce case in Family Court, USA—on going.**

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

**Never in my entire life**

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

**No objections at all!**

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

Name: Professor Alamin Mazrui  
Job Title: Professor of Linguistics  
Company: Rutgers University  
Address: Room B 303-  
54 Joyce Kilmer Avenue  
Piscataway, NJ 08854  
Phone: +1 908-420-9090  
E-mail Address: [alaminmazrui@hotmail.com](mailto:alaminmazrui@hotmail.com)

Name: Dr. Abdillahi Aboud, Ph.D  
Job Title: Professor Department of Natural Resources  
Egerton University  
P.O. Box 536 Egerton Kenya  
Phone Number: +254 734 05935  
Email Address: [aboud.egerton@gmail.com](mailto:aboud.egerton@gmail.com)

Name: Ms. Corey Oser  
Job Title: Executive Director of Global Program Department  
Company: Women For Women International  
Address: 2000 M STREET NW Suite 200  
Washington DC 20036  
Phone Number: +1 202 294 4353  
Email Address: [coreyoser@gmail.com](mailto:coreyoser@gmail.com)

**No. 33 of 2011 [Rev. 2012]**  
*Public Appointments (Parliamentary Approval)*  
[Issue 1] 10



REPUBLIC OF KENYA

THE KENYA CITIZENSHIP AND IMMIGRATION ACT 2011

Serial No.....

(To be completed in duplicate)  
DECLARATION MADE BY A DUAL CITIZEN

(Under section 8(3))

Full name in block capitals... ABDILLAH SAGGAF ALAWY

Address in block capitals... P.O. BOX 81462 MOMBASA

Habitual residence at the time of making the application... MOMBASA, KENYA

1. I ABDILLAH SAGGAF ALAWY of MOMBASA KENYA am of full age and capacity and was born at (Place and country) WASINI KENYA on OCTOBER 1st 1963

2. I am a citizen of Kenya by:-

- a) Birth
- b) Registration
- c) Naturalization

3. I also hereby confirm that I am a citizen/national\* of USA (name of country/countries) by:-

- a) Birth
- b) Registration
- c) Naturalization
- d) If any other specify

ANEX 5 (2)

4. I ABDULLAH SACCAF ALAWY do solemnly and sincerely declare that the foregoing particulars stated in this declaration are true and within my knowledge.

*[Handwritten Signature]*

Signature of Declarant

Declared this 21 day of February 2014.

Victoria M Wambua  
Advocate & Commissioner for Oaths  
P. O. Box 1297/00100  
Nairobi

Signature .....  
\*(Magistrate/Commissioner for Oaths/Notary Public)

\*Delete as applicable.

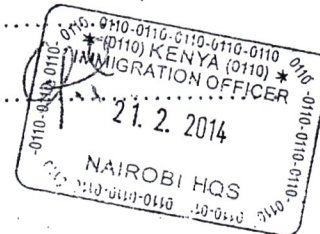
**FOR OFFICIAL USE ONLY**

Documents produced:-

Passport(s) No USA 42219541 KPT. A 96090

Other documents .....

Received by [Signature] ..... Checked by .....













DEPARTMENT OF IMMIGRATION  
KENYA CITIZENSHIP SECTION

File No. 573854

Declaration No. 00552

Date: 21-02-2014

Name of applicant ABDILLAH I SAGGAF ALAWY

Date and Place of Birth 01-10-1963, KWALE

Date of Declaration 21-02-2014

The above named Kenya citizen has declared/disclosed his/her AMERICAN

.....citizenship.

