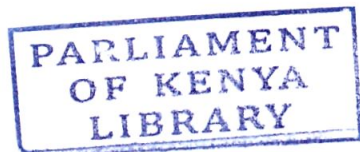


REPUBLIC OF KENYA



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02/10/2024

THE SENATE
THIRTEENTH PARLIAMENT
THIRD SESSION



COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND
REGIONAL INTEGRATION

PROGRESS REPORT ON AN INQUIRY INTO THE DIVERSITY AND
INCLUSIVITY IN THE STAFF COMPOSITION OF STATE AGENCIES IN
KENYA



PAPERS LAID	
DATE	03/10/2024
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COMMITTEE	Senate wherein Equal Opportunity & Regional Integration
CLERK AT THE TABLE	Cherop

02/10/24

Clerk's Chambers,
Parliament Buildings,
NAIROBI.

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ABBREVIATIONS

CS Cabinet Secretary

PSC Public Service Commission

PWDs Persons with Disability

SCAC State Corporations Advisory Committee

NCIC National Cohesion & Integration Commission

NGEC National Gender & Equality Commission

PRELIMINARIES

Establishment and Mandate of the Committee

The Senate Standing Committee on National Cohesion, Equal Opportunity and Regional Integration was constituted during the First Session of the Thirteenth Parliament pursuant to the provisions of Standing Order 218 of the Senate Standing Orders.

The Committee is mandated under the Second Schedule of the Senate Standing Orders to consider all matters relating to the pursuit of national and inter-community cohesion, the equalization of opportunities and improvement in the quality of life and status of all persons, regional integration, the East Africa Legislative Assembly and the Pan African Parliament.

Membership of the Committee

Mr. Speaker Sir,

The Committee comprises of the following Senators-

1. Sen. Mohamed Said Chute, MP	Chairperson
2. Sen. Joyce Chepkoech Korir, MP	Vice-Chairperson
3. Sen. James Lomenen Ekomwa, MP	Member
4. Sen. Mwenda Gataya Mo'Fire, MP	Member
5. Sen. Joseph Githuku Kamau, MP	Member
6. Sen. Betty Batuli Montet, MP	Member
7. Sen. Beth Kalunda Syengo, MP	Member
8. Sen. Raphael Chimera Mwinzangu, MP	Member

Committee Secretariat

The secretariat comprises of the following members of staff;

Mr. Njenga Njuguna	Director, Governance and Accountability Committees
Ms. Emmy Chepkwony	Deputy Director, Governance and Accountability Committees
Mr. Ibrahim Leruk	Principal Clerk Assistant
Ms. Purity Orutwa	Clerk Assistant
Mr. Habbakuk Tiony	Clerk Assistant
Ms. Lucianne Limo	Media Relations Officer
Ms. Beatrice Kapei	Legal Counsel
Mr. Andrew Nyairo	Legal Counsel
Mr. Brian Omosa	Audio Officer
Ms. Lorna Okach	Research Officer
Mr. Fredrick Ouma	Sergeant At Arms
Mr. Ibrahim Abdi	Accountant
Mr. David Omondi	Procurement Officer
Ms. Keziah Muthama	Fiscal Analyst

EXECUTIVE SUMMARY

Honourable Speaker,

The Senate Standing Committee on National Cohesion, Equal Opportunity and Regional Integration is established under standing order 228(1) of the Senate Standing Orders and is mandated to consider all matters relating the pursuit of national and inter-community cohesion, equalization of opportunities and improvement in the quality of life and status of all persons, regional integration, the East Africa Legislative Assembly and the Pan African Parliament.

Honourable Speaker,

This report highlights the response received from the various stakeholders concerning diversity and inclusivity in the staff composition of state agencies in Kenya.

Chapter One of this Report gives an introduction to the Inquiry. In the course of its oversight role the Committee noted the need to inquire into the representation of Kenya's diversity in the staff composition of various State agencies. The Committee resolved to conduct an inquiry to establish the reasons for non-diversity as well as non-adherence to the two thirds gender rule and the requirement for having not less than 5% of employees being PWDs in the staff composition under the following thematic areas-

1. Representation:

- Proportional representation of various ethnic groups among state agency staff.
- Gender balance within the workforce.
- Inclusion of persons with disabilities (PwDs).
- Participation of individuals from marginalized communities.

2. Policies and Practices:

- Effectiveness of existing policies promoting diversity and equal opportunity in recruitment and promotion.
- Transparency and fairness in recruitment processes.
- Presence of unconscious bias in hiring practices.

3. Challenges and Obstacles:

- Identifying factors hindering the achievement of a diverse and inclusive workforce.
- Examining any systemic barriers faced by underrepresented groups.

Honourable Speaker,

In compliance with the Article 125 of the Constitution and Sections 18 and 20 of the Parliamentary Powers and Privileges Act No. 29 of 2017 empowers the Senate and any of its Committees to summon any person to appear before it for the purpose of giving information, The Committee invited and met with the following state agencies to respond to the inquiry-

1. Kenya Electricity Transmission Company (KETRACO)
2. Kenya Veterinary Vaccines Production Institute (KEVEVAPI)
3. Kenya Animal Genetic Resources Centre
4. Export Processing Zone Authority (EPZA)
5. Kenya Forestry Research Institute (KEFRI)
6. Uwezo Fund Oversight Board
7. National Irrigation Authority
8. Kenya Industrial Research and Development (KIRDI)
9. Kenya Electricity Generating Company (KENGEN)
10. Rural Electrification and Renewable Energy Corporation (REREC)
11. Energy and Petroleum Regulatory Authority (EPRA)
12. Geothermal Development Company (GDC)

13. Youth Enterprise Development Fund Board (YEDF)
14. Kenya Seed Company
15. Kenya Meat Commission (KMC)
16. Pharmacy and Poisons Board
17. Tourism Fund
18. Kenya Dairy Board
19. Sports Arts and Social Development Fund
20. Parliamentary Service Commission (PSC)
21. National Government – Constituencies Development Fund Board (NG-CDF)
22. Kenya Roads Board
23. Kenya School of Government (KSG)
24. Kenya Bureau of Standards (KEBS)
25. Teachers Service Commission (TSC)
26. Kenya Medical Research Institute (KEMRI)
27. Kenya Medical Supplies Authority (KEMSA)
28. Kenya Agricultural & Livestock Research Organization (KALRO)
29. Kenya Power & Lightning Company

Chapter Two, highlights the Legislative framework that embed in law an agreed-on set of policies, processes, or arrangements that govern the intended discipline, transparency, and accountability by requiring state agencies to commit to inclusivity and diversity in their staff establishment.

Chapter Three, highlights the submission from the above stakeholders and has prepared the matrix containing the stakeholder’s submissions marked as (*Appendix 2*)

Chapter Four documents the observations and recommendations made by the Committee as indicated below:

The Committee observed as follows:

- 1) Most state agencies that made submissions before the Committee had not achieved at least 5% of PWDs in their workforce.
- 2) State agencies did not utilize other means of advertising employment opportunities apart from print and electronic media.
- 3) The Kalenjin and Kikuyu communities had the highest numbers of staff in the staff composition.
- 4) The minority communities had the least numbers especially Tharaka, El Molo, Rendile and Mijikenda.
- 5) Some state agencies have yet to submit their human resource instruments for approval by the Public Service Commission.
- 6) Public Service Commission seconds interns to some state agencies.
- 7) Most of the State agencies had complied with the two thirds gender rule.
- 8) Some state agencies have still employed persons beyond the mandatory retirement age of 60 years and 65 for PWDs.
- 9) Kalenjin community consists of 16 sub-tribes each with different dialects that include Marakwet, Nandi, Tugen, Kipsigis, Keiyo, Pokot, Sabaot, Sengwer, Terik, Lembus, Endorois, Ogiek, Senger, Samor, Cherang'any, Arror.
- 10) Mijikenda community consists of 9 sub-tribes each with different dialects that include Duruma, Digo, Chonyi, Giriama, Kauma, Kambe, Jibana, Ribe, Rabai.
- 11) Luhya Community consists of 18 sub-tribes each with different dialects that include Abakhenye, Bakhayo, Banyala, Banyore, Batsotso, Batura, Bukusu, Idakho, Isukha, Kabras, Kisa, Marachi, Maragoli, Marama, Samia, Tachoni, Tiriki, Wanga.
- 12) Kenya Somali community consists of 10 sub-tribes each with different dialects that include Kenyan Somali-so stated, Aljuran, Degodia, Gurreh, Hawiyah, Isaak, Leysan, Murule, Ogaden, Corner tribes.
- 13) Swahili community consists of 20 sub-tribes each with different dialects that include Swahili so stated, Amu, Barawa, Chitundi, Jomvu, Munyoyaya, Mvita, Ngare, Pate,

Siu, Vumba, Wachangamwe, Wafaza, Wakatwa, Wakilifi, Wakilindini, Wamtwapa, Washaka, Watangana, Watikuu.








The Committee recommends as follows:

- 1) State Agencies familiarize with the provisions of the Constitution and other relevant laws regarding inclusivity in order to ensure compliance.
- 2) The Public Service Commission (PSC) should within one year conduct an audit of the laws regarding inclusivity and identification of possible legislative gaps and possible amendments to the Senate in order to facilitate the inclusivity in employment in all State Agencies and provide Quarterly reports to the Senate.
- 3) State Agencies should develop and implement progressive Human Resource Policies approved by the Public Service Commission (PSC) that comply with the relevant legal provisions in order to foster inclusivity in staff composition.
- 4) State Agencies should adopt and implement recruitment terms such as short contracts and internships in order to improve the representation of those who are currently under-represented such as women, persons with disabilities, youth and minorities and marginalized groups
- 5) State agencies should comply with the directives given by Public Service Commission and State Corporations Advisory Committee (SCAC) in the development and approval of Human Resource instruments.
- 6) State agencies should adopt proactive stakeholder engagement with National Gender and Equality Commission (NGEC), National Youth Council and the National Council for People Living with Disabilities (NCWPD) when carrying out recruitment.
- 7) State agencies should consider utilization of other forms of job advertisements such as vernacular radio stations, religious institutions and use of local administration.
- 8) The Senate leadership, through the Standing Committee on National Cohesion, Equal Opportunity and Regional Integration, considers introduction of legislative

proposals to incorporate incentives for compliance with constitutional and statutory provisions on gender, PWDs and ethnic representation.

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

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

	HON. MEMBER	SIGNATURE
1.	Sen. Chute Mohamed Said, MP – (Chairperson)	
2.	Sen. Joyce Chepkoech Korir, MP – (Vice-Chairperson)	
3.	Sen. James Lomenen Ekomwa, MP	Virtual
4.	Sen. Mwenda Gataya Mo Fire, MP	
5.	Sen. Joseph Githuku Kamau, MP	
6.	Sen. Betty Batuli Montet, MP	
7.	Sen. Beth Kalunda Syengo, MP	
8.	Sen. Chimera Raphael Mwinzagu, MP	

CHAIRPERSON'S ACKNOWLEDGEMENT

Honourable Speaker,

The Committee appreciates and acknowledges all the stakeholders for their time and the valuable information availed to the Committee for the purpose of the inquiry. I also express my sincere gratitude to the members of the Committee for their commitment in the consideration of the matter.

The Committee further extends its appreciation to the Office of the Speaker and the Office of the Clerk of the Senate for facilitating the work of the Committee in undertaking its constitutional mandate.

Honourable Speaker,

It is now my pleasant duty and privilege to table the report of the National Cohesion, Equal Opportunity and Regional Integration Committee on the diversity and inclusivity in staffing in Kenya's state agencies

Thank You,



Signed

CHAIRPERSON

(SEN. MOHAMED SAID CHUTE, MP)

Date: 07.10.2024

CHAPTER ONE: INTRODUCTION

1.1 Introduction

1. The Senate Standing Committee on National Cohesion, Equal Opportunity and Regional Integration is established under Standing Order 218 of the Senate Standing Orders and is mandated to consider all matters relating to the pursuit of national and inter-community cohesion, the equalization of opportunities and improvement in the quality of life and status of all persons, regional integration, the East Africa Legislative Assembly and the Pan African Parliament.
2. The Committee in pursuit of its mandate on equal opportunity resolved to look into the representation of Kenya's state agencies on inclusivity in the State Agencies with respect to gender, persons with disabilities, minorities and marginalized groups as well as the youth.

1.2 Purpose of the inquiry

1. To assess the inclusivity of persons in State Agencies and their representation with consideration of ethnic composition, gender, persons with disabilities, minorities and marginalized groups as well as the youth.
2. To consider the submissions made with the aim of identifying deficiencies and proposing effective solutions to ensure equal access and participation for all identified groups.

1.3 Objectives of the inquiry

3. Representation:

- **Ethnic Balance:** To assess the proportional representation of Kenya's diverse ethnic groups within state agencies at all levels (senior management, mid-level, and junior staff). This includes analyzing historical trends and identifying any persistent underrepresentation.

- **Gender Parity:** To evaluate the gender balance within the workforce, examining if the two-third gender rule is adhered to.
- **Inclusion of Marginalized Groups:** To investigate the participation of individuals from marginalized communities (e.g., persons with disabilities) in the state workforce. Identify challenges they face in recruitment, promotion, and workplace culture.

6. Recruitment and Promotion Practices:

- **Transparency and Fairness:** Scrutinize the transparency and fairness of recruitment processes within state agencies. This includes examining advertising practices, shortlisting criteria, and interview procedures to identify potential biases.
- **Diversity in Recruitment Panels:** Assess the composition of recruitment panels, ensuring they reflect Kenya's diversity and mitigating the risk of unconscious bias.
- **Promotion Pathways:** Analyze promotion practices within state agencies to ensure equal opportunity for advancement based on merit, regardless of ethnicity, gender, or disability.

7. Legal and Policy Framework:

- **Compliance with the Constitution:** Assess state agencies' compliance with the legislative provisions on employment diversity and inclusivity.
- **Policy Review:** Evaluate existing policies on diversity and inclusion within the Public Service Commission and individual state agencies. Identify any gaps or areas for improvement.
- **Legislative Recommendations:** The Committee to propose new legislation or amendments to existing laws are necessary to promote greater diversity and inclusivity in the Kenyan state workforce.

1.4 Key areas of inquiry

8. The key areas of inquiry include;

i) Evaluation of the total composition of staff on basis of –

- a) Gender;
- b) Ethnic Composition;
- c) Age;
- d) Representation of Persons with Disabilities; and
- e) Youth.

ii) Assessment of the extent to which State Agencies have considered and implemented the provisions of the Constitution of Kenya, 2010 and other relevant law with respect to their staff composition.

iii) Identification of areas where action including affirmative action must be taken by State Agencies in order to comply with the Constitution of Kenya, 2010 and other relevant law with respect to their staff composition.

1.5 Conduct of the inquiry

I. To consider the submissions made with the aim of identifying deficiencies and proposing effective solutions to ensure equal access and participation for all identified groups.

II. Cross examination of the identified groups.

CHAPTER TWO: LEGAL PROVISIONS ON DIVERSITY AND IN KENYA

Constitution of Kenya (2010)

9. Some of the significant provisions on diversity, equality and equity under the Constitution include-
- I. Its Preamble which affirms that Kenyans are proud of the ethnic, cultural and religious diversity, and determined to live in peace and unity as one indivisible sovereign nation;
 - II. **Article 10** of the Constitution recognizes ethnic diversity and the rights and equality of communities as a fundamental principle upon which the state is founded.
 - III. **Article 27(1)** of the Constitution requires the State shall take legislative and other measures, including affirmative action programs and policies designed to redress any disadvantage suffered by individuals or groups because of past discrimination.
 - IV. **Article 27(2)** of the Constitution further requires the State to take legislative and other measures to implement the principle that not more than two thirds of the members of elective or appointive bodies shall be of the same gender
 - V. **Article 54(2)** of the Constitution requires the State to ensure the progressive implementation of the principle that at least 5% of the members of the public in appointive bodies are persons with disabilities.
 - VI. **Article 55 (c)** requires the State to take measures, including affirmative action programs, to ensure that the youth access employment.
 - VII. **Article 56** requires the State to take affirmative action to redress past discrimination for minorities and marginalized groups and to particularly ensure that they are provided with special opportunities for access to employment.
 - VIII. **Article 232** expressly provides that the public service should be representative of the diverse Kenyan communities.
 - IX. **Article 238** defines national security and outlines the principles that guide its promotion in Kenya. These principles emphasize on the respect for the rule of

law, democracy, human rights and fundamental freedoms, respect for diverse culture of the communities within Kenya.

- X. The need for regional, ethnic and cultural diversity is also provided in various Articles with respect to elective and appointed public offices including- **Article 90** (party lists for nomination); **Article 130 (2)** (the National Executive); **Article 197 (1) and (2)** (county assembly); **Article 232** (public service); **Article 238 (2) (d)** (recruitment by national security organs); **Article 241 (4)** (composition of the Defense Forces); **Article 246 (4)** (National Police Service); **Article 250 (4)** (commissions and independent offices).
- XI. **Article 260** defines the terms “Affirmative Action” and “Marginalized community”

Statutes

- 10. Some relevant statutes create an institutional framework and provisions to promote diversity and inclusivity as follows-
 - I. **National Gender and Equality Act under the National Gender and Equality Act, 2011**- Created the National Gender and Equality Commission (NGEC) whose functions include, promoting equality and freedom from discrimination and mainstreaming issues of gender, persons with disabilities and other marginalized groups in national development including development of affirmative action policies;
 - II. **National Cohesion and Integration Act, No. 12 of 2008** - establishes the National Cohesion and Integration Commission (NCIC) whose main purpose is to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of the different ethnic and racial communities of Kenya, and to advise the Government on all aspects.
 - i. **Section 7(1)** of the NCIC Act requires that all public institutions should ensure ethnic diversity in the employment of staff
 - ii. **Section 7(2)** of the Act further prohibits public establishment from having more than one third of its staff from the same ethnic community.

III. Employment Act, Cap. 226 of 2007

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

IV. The Public Service Commission Act, Cap. 185 of 2007

- i. **Section 34 (3)** of the Act requires that an officer can be only appointed in an acting capacity for a period of at least thirty days but not exceeding a period of six months.
- ii. **Section 34 (6)** of the Act further requires that the Commission shall, whenever it comes to its attention that an authorized officer has purportedly made an acting appointment or assignment take corrective action.
- iii. **Section 45 (1)** of the Act requires that a person may only engage on a term of contract, for a period of at least twelve months but not exceeding five years.

V. Public Service (Values and Principles) Act, Cap. 185A of 2015 -

- i. **Section 10 (2)** of the Act allows the public service to appoint or promote public officers without undue reliance on fair competition and merit if –
 - a. a community in Kenya is not adequately represented;
 - b. the balance of gender is biased towards one gender;
 - c. an ethnic group is disproportionately represented; and
 - d. Persons with disabilities are not adequately represented.

VI. Public Officer Ethics Act, 2003-

- i. Section 17 prohibits nepotism and favoritism among other misconduct.

VII. Leadership and Integrity Act, 2012-

- i. Section 11 (c) and Section 13 (1) (f) of the Act prohibits discrimination

VIII. Persons with Disabilities Act, 2003-

- i. Section 13 of the Act provides for access to opportunities for suitable employment.

- ii. Section 12 of the Act requires the Council to ensure at least 5% reservation of employment for PWDs.

IX. The Public Service Commission Regulations, No. 10 of 2017.

- i. Regulation 70 of the Regulations provides for the mandatory retirement age as-
 - a) sixty years;
 - b) sixty-five years for PWDs; and
 - c) Age approved by the Public Service Commission.

[1] <http://kenyalaw.org:8181/exist/kenyalex/index.xql#P>

CHAPTER THREE: MATRIX OF SUBMISSIONS

1. Kenya Electricity Transmission Company (KETRACO)

Staff establishment:

KETRACO has 155 Female and 385 Male employees to make a total of 540 employees. Among them 11 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
155	385	540	NO	11	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
50	326	116	48	

Ethnic representation:

Ethnicity	No.	%
KALENJIN	128	25%
KIKUYU	80	16%
LUHYA	69	14%
LUO	56	11%
KAMBA	48	10%
MAASAI	26	5%
KISII	25	5%
MERU	17	3%
MIJIKENDA	12	2%

SOMALI	12	2%
TAITA	6	1%
Ethnicity	No.	%
EMBU	5	1%
TESO	4	1%
SAMBURU	3	1%
THARAKA	3	1%
BORANA	2	0%
KURIA	2	0%
MBEERE	2	0%

POKOMO	1	0%
TURKANA	1	0%

OTHER KENYAN	1	0%
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2. Kenya Veterinary Vaccines Production Institute (KEVEVAPI)

Staff establishment:

KEVEVAPI has 38 Female and 116 Male employees to make a total of 154 employees. Among them 2 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER		% OF PWD
			RULE	PWD	
38	116	154	NO	2	1%

Age distribution: is not specified in the data.

Ethnic representation:

Ethnicity	No.	%
KALENJIN	36	24%
KIKUYU	34	22%
KAMBA	26	17%
LUHYA	20	13%
LUO	11	7%
KISII	8	5%

MERU	7	5%
MAASAI	2	1%
Ethnicity	No.	%
EMBU	2	1%
TURKANA	2	1%
TAITA	1	1%
SAMBURU	1	1%

POKOMO	1	1%
TESO	1	1%

NJEMPS	1	1%
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3. Kenya Animal Genetic Resources Centre

Staff establishment:

Not specified in the data

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD

Age distribution:

Not specified in the data

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years

Ethnic representation:

KAGRC Ethnic representation:

Ethnicity	No.	%
KIKUYU	46	33%
LUHYA	32	23%
KALENJINS	20	14%
LUOS	11	8%
KAMBAS	10	7%

KISII	9	6%
MERU	7	5%
EMBU	2	2%
MIJIKENDA	2	2%
BORANA	1	1%
TESO	1	1%

4. Export Processing Zone Authority (EPZA)

Staff establishment:

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
63	111	174	YES	6	3.4

Age distribution:

25-35 Years	36-44 Years	45-54 Years	55-60 Years	ABOVE 60 Years
37	52	63	22	

Ethnic representation:

EPZA Ethnic representation:

Ethnicity	No.	%
KIKUYU	36	18.39%
LUHYA	23	13.22%

KALENJINS	34	19.54%
SAMBURU	1	0.57
LUOS	13	7.47%
KAMBAS	22	12.64%
SOMALI	9	5.17
MAASAI	5	2.87
TAITA	1	0.57
KISII	11	6.32%
MERU	4	2.3%
MBEERE	10	5.75%
MIJIKENDA	4	2.30%
ORMA	3	1.72%
TESO	1	0.57%

5. Kenya Forestry Research Institute (KEFRI)

Staff establishment:

KEFRI has 326 Female and 526 Male employees to make a total of 852 employees. Among them 16 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
326	526	852	YES	16	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years

118	236	119	363	16
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KEFRI Ethnic representation:

Ethnicity	No.	%
KIKUYU	244	29%
LUO	117	14%
KALENJIN	107	13%
LUHYA	103	12%
KAMBA	99	12%
KISII	45	5%
MIJIKENDA	24	3%
MERU	20	2%
SOMALI	15	2%
TAITA	12	1%
TESO	12	1%
MAASAI	11	1%
EMBU	6	1%

Ethnicity	No.	%
TURKANA	6	1%
SAMBURU	5	1%
GABRA	4	0%
SUBA	4	0%
BORANA	3	0%
POKOMO	3	0%
BAJUN	2	0%
SWAHILI	2	0%
ORMA	2	0%
NJEMPS	2	0%
SABAOT	2	0%
KURIA	1	0%
NUBIAN	1	0%

6. Uwezo Fund Oversight Board

Staff establishment:

Uwezo Fund Oversight Board has 155 Female and 385 Male employees to make a total of 540 employees. Among them 11 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
155	385	540	NO	11	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
50	326	116	48	

Ethnic representation:

Ethnicity	No.	%
KALENJIN	128	25%
KIKUYU	80	16%
LUHYA	69	14%
LUO	56	11%
KAMBA	48	10%
MAASAI	26	5%
KISII	25	5%
MERU	17	3%
MIJIKENDA	12	2%
SOMALI	12	2%
TAITA	6	1%

Ethnicity	No.	%
EMBU	5	1%
TESO	4	1%
SAMBURU	3	1%
THARAKA	3	1%
BORANA	2	0%
KURIA	2	0%
MBEERE	2	0%
POKOMO	1	0%
TURKANA	1	0%
OTHER KENYAN	1	0%

7. National Irrigation Authority

Staff establishment:

National Irrigation Authority has 105 Female and 162 Male employees to make a total of 267 employees. Among them 7 are Persons with Disability (PWD).).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
105	162	267	YES	7	3%

Age distribution:

Not specified in the data.

Ethnic representation:

Ethnicity	No.	%
KIKUYU	77	28%
LUO	46	17%
LUHYA	38	14%
KALENJIN	29	11%
KAMBA	23	8%
KISII	17	6%
MERU	17	6%
POKOMO	7	3%
SOMALI	6	2%

Ethnicity	No.	%
EMBU	5	2%
TURKANA	3	1%
MAASAI	2	1%
TAITA	2	1%
MALAKOTE	1	0%
MIJIKENDA	1	0%
NJEMPS	1	0%
POKOT	1	0%

8. Kenya Industrial Research and Development (KIRDI)

Staff establishment:

KIRDI has 91 Female and 179 Male employees to make a total of 270 employees. Among them 14 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
91	179	270	YES	14	5%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
4	75	106	78	7

Ethnic representation:

Ethnicity	No.	%
LUO	64	24%
KIKUYU	54	20%
LUHYA	51	19%
KISII	34	13%
KALENJIN	32	12%
KAMBA	15	6%
MERU	2	1%
MAASAI	2	1%

Ethnicity	No.	%
TAITA	2	1%
POKOT	2	1%
MBEERE	2	1%
BURJI	2	1%
MIJIKENDA	1	0%
EMBU	1	0%
BORANA	1	0%
TESO	1	0%

9. Kenya Electricity Generating Company (Kengen)

Staff establishment:

KENGEN has 683 Female and 1847 Male employees to make a total of 2530 employees.

Among them 47 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
683	1847	2530	NO	47	2%

Ethnic representation:

Ethnicity	No.	%
KIKUYU	691	27%
KALENJIN	432	17%
LUO	296	12%
KAMBA	236	9%
LUHYA	210	8%
KISII	141	6%
MAASAI	126	5%
MERU	83	3%
MIJIKENDA	66	3%
TAITA	52	2%
EMBU	39	2%
SOMALI	39	2%
MBEERE	34	1%
TURKANA	14	1%
SUBA	9	0%
Ethnicity	No.	%

SAMBURU	8	0%
TESO	7	0%
POKOT	6	0%
BAJUN	6	0%
POKOMO	5	0%
SWAHILI	5	0%
BORANA	4	0%
KURIA	3	0%
ORMA	2	0%
DEGODIA/SAKUY E	2	0%
NUBIAN	2	0%
GABRA	1	0%
RENDILE	1	0%
DOROBO	1	0%
OTHER KENYAN	11	0%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
173	1073	759	524	3

10. Rural Electrification and Renewable Energy Corporation (REREC)**Staff establishment:**

REREC has 209 Female and 405 Male employees to make a total of 614 employees. Among them 8 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
209	405	614	YES	8	1%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
45	278	220	71	

Ethnic representation:

Ethnicity	No.	%
KIKUYU	143	23%
KALENJIN	96	16%
LUO	78	13%
KISII	61	10%

LUHYA	49	8%
KAMBA	45	7%
MERU	38	6%
SOMALI	20	3%
MIJIKENDA	16	3%

TURKANA	13	2%
TAITA	10	2%
EMBU	9	1%
Ethnicity	No.	%
TESO	8	1%
MAASAI	7	1%
KURIA	5	1%
SAMBURU	3	0%

THARAKA	2	0%
MBEERE	2	0%
POKOMO	2	0%
GABRA	2	0%
BAJUN	2	0%
BORANA	1	0%
NUBIAN	1	0%
MANDA	1	0%

11. Energy and Petroleum Regulatory Authority (EPRA)

Staff establishment:

EPRA has 119 Female and 71 Male employees to make a total of 190 employees. Among them 6 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
119	71	190	YES	6	3%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
16	92	62	15	

Ethnic representation:

Ethnicity	No.	%
KALENJIN	42	22%

KIKUYU	32	17%
KISII	24	13%

LUHYA	23	12%
LUO	22	12%
KAMBA	17	9%
MERU	13	7%
MAASAI	4	2%
Ethnicity	No.	%
TAITA	3	2%

TURKANA	2	1%
TESO	2	1%
MIJIKENDA	1	1%
EMBU	1	1%
SAMBURU	1	1%
POKOMO	1	1%
BAJUN	1	1%

12. Geothermal Development Company (GDC)

Staff establishment:

GDC has 266 Female and 659 Male employees to make a total of 925 employees. Among them 14 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
266	659	925	NO	14	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
21	449	364	91	

Ethnic representation:

Ethnicity	No.	%
KIKUYU	180	19%

KALENJIN	169	18%
LUHYA	129	14%

LUO	119	13%
MERU	56	6%
MAASAI	52	6%
KISII	50	5%
KAMBA	44	5%
POKOT	33	4%
TAITA	29	3%
Ethnicity	No.	%
SOMALI	27	3%

MIJIKENDA	14	2%
TURKANA	9	1%
EMBU	6	1%
BORANA	3	0%
NJEMPS	3	0%
ILCHAMUS	2	0%
BAJUN	1	0%
TESO	1	0%

13. Youth Enterprise Development Fund Board (YEDEF)

Staff establishment:

YEDEF has 90 Female and 114 Male employees to make a total of 204 employees. Among them 2 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
90	114	204	YES	2	1%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
47	138			

Ethnic representation:

Ethnicity	No.	%
KIKUYU	46	23%
LUHYA	30	15%
KALENJIN	22	11%
KAMBA	18	9%
LUO	17	9%
KISII	16	8%
MERU	11	6%
MIJIKENDA	8	4%
SOMALI	6	3%
MBEERE	6	3%
Ethnicity	No.	%

TAITA	5	3%
EMBU	3	2%
TURKANA	3	2%
DEGODIA/SAKUY E	3	2%
MAASAI	2	1%
SAMBURU	1	1%
POKOMO	1	1%
SABAOT	1	1%
KONS0	1	1%
GALANA	0	0%

14. Kenya Seed Company

Staff establishment:

Kenya Seed Company has 128 Female and 198 Male employees to make a total of 326 employees. Among them 8 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
128	198	326	YES	8	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
40	123	125	36	2

Ethnic representation:

Ethnicity	No.	%
KALENJIN	206	64%
LUHYA	60	19%
LUO	18	6%
KIKUYU	15	5%
KISII	9	3%
KAMBA	5	2%
MERU	5	2%
MAASAI	2	1%
TESO	2	1%
TAITA	1	0%

15. Kenya Meat Commission (KMC)**Staff establishment:**

KMC has 132 Female and 234 Male employees to make a total of 366 employees.

Among them 4 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
132	234	366	YES	4	1%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years

152	133	81		
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Ethnic representation:

Ethnicity	No.	%
KAMBA	104	28%
KIKUYU	42	11%
LUHYA	40	11%
LUO	37	10%
KALENJIN	36	10%
MAASAI	25	7%
TAITA	20	5%
KISII	18	5%
MERU	11	3%

Ethnicity	No.	%
MIJIKENDA	8	2%
SOMALI	7	2%
SWAHILI	5	1%
EMBU	4	1%
TESO	4	1%
SAMBURU	3	1%
TURKANA	1	0%
KURIA	1	0%

16. Pharmacy and Poisons Board

Staff establishment:

Pharmacy and Poison Board has 59 Female and 129 Male employees to make a total of 188 employees. Among them 5 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
59	129	188	NO	5	2.7%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
-	77	85	31	2

Ethnic representation:

Ethnicity	No.	%
KALENJIN	46	24.5%
LUO	17	9%
KIKUYU	28	14.89%
LUHYA	35	18.6%
KISII	8	4.3%
KAMBA	16	8.5%
Pokot	1	0.5%
MAASAI	7	3.7%
TAITA	3	1.6%
Bajuni	1	0.5%
SOMALI	10	5.3%
MERU	8	4.3%
POKOMO	2	1.1%
EMBU	3	1.6%
BORANA	1	0.5%
DURUMA	1	0.5%
ILCHAMUS	1	0.5%
TESO	2	1.1%
SUBA	1	0.5%

17. Tourism Fund

Staff establishment:

Tourism Fund has 97 Female and 163 Male employees to make a total of 260 employees.

Among them 11 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
97	163	260	YES	11	4%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
63	99	97		

Ethnic representation:

Ethnicity	No.	%
KALENJIN	81	31%
LUO	45	17%
KIKUYU	30	12%
LUHYA	23	9%
KISII	15	6%
KAMBA	13	5%
MIJIKENDA	10	4%
MAASAI	10	4%
TAITA	7	3%
Ethnicity	No.	%

SOMALI	6	2%
MERU	5	2%
POKOMO	3	1%
EMBU	2	1%
BORANA	2	1%
SWAHILI	2	1%
BAJUN	1	0%
TESO	1	0%
OTHER		
KENYAN	4	2%

18. Kenya Dairy Board

Staff establishment:

Kenya Dairy Board has 69 Female and 90 Male employees to make a total of 159 employees. Among them 3 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
69	90	159	YES	3	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
18	52	41	48	

Ethnic representation:

Ethnicity	No.	%
KALENJIN	44	28%
KIKUYU	39	25%
KAMBA	21	13%
LUHYA	10	6%
KISII	9	6%
LUO	8	5%
MERU	8	5%
MAASAI	8	5%
EMBU	2	1%

Ethnicity	No.	%
TAITA	2	1%
BORANA	2	1%
SOMALI	1	1%
SAMBURU	1	1%
POKOMO	1	1%
BAJUN	1	1%
SWAHILI	1	1%
TESO	1	1%

19. Sports Arts and Social Development Fund

Staff establishment:

SASDF has 9 Female and 17 Male employees to make a total of 26 employees. Among them 1 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
9	17	26	YES	1	4%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
6	20			

Ethnic representation:

Ethnicity	No.	%
LUHYA	4	15%
SOMALI	4	15%
BORANA	4	15%
KIKUYU	3	12%
KAMBA	3	12%
KALENJIN	2	8%
MERU	2	8%
LUO	1	4%
MAASAI	1	4%
TURKANA	1	4%
TESO	1	4%
KISII	0	0%

20. Parliamentary Service Commission (PSC)

Staff establishment:

PSC has 588 Female and 717 Male employees to make a total of 1305 employees.

Among them 24 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
588	717	1305	YES	24	2%

Ethnic representation:

Ethnicity	No.	%
KIKUYU	238	19%
LUHYA	223	17%
KALENJIN	149	12%
LUO	127	10%
KAMBA	103	8%
KISII	79	6%
SOMALI	74	6%
MERU	53	4%
MAASAI	33	3%
TAITA	27	2%
MIJIKENDA	22	2%
TURKANA	21	2%
SAMBURU	20	2%
MBEERE	17	1%

BORANA	16	1%
POKOT	13	1%
POKOMO	10	1%
EMBU	9	1%
BAJUN	8	1%
RENDILE	7	1%
TESO	7	1%
KURIA	5	0%
SUBA	5	0%
GABRA	4	0%
SWAHILI	4	0%
ELMOLO	2	0%
BURJI	1	0%
GURREH	1	0%
WARDEI	1	0%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
94	520	457	233	14

21. National Government – Constituencies Development Fund Board (NG-CDF)

Staff establishment:

NG-CDF has 148 Female and 319 Male employees to make a total of 467 employees.

Among them 13 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
148	319	467	NO	13	3%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
141	260		76	

Ethnic representation:

Ethnicity	No.	%
KIKUYU	106	23%
KALENJIN	59	13%
KAMBA	53	11%
LUHYA	48	10%
LUO	41	9%
SOMALI	32	7%
KISII	22	5%

MERU	16	3%
MIJIKENDA	11	2%
MAASAI	10	2%
SAMBURU	8	2%
TURKANA	7	2%
SUBA	6	1%
Ethnicity	No.	%
POKOT	5	1%

BORANA	5	1%
BAJUN	5	1%
RENDILE	5	1%
EMBU	4	1%
TAITA	4	1%
KURIA	4	1%

THARAKA	3	1%
GABRA	3	1%
POKOMO	2	0%
ORMA	1	0%
TESO	1	0%
GURREH	1	0%

22. Kenya Roads Board

Staff establishment:

Kenya Roads Board has 79 Female and 110 Male employees to make a total of 189 employees. Among them 3 are Persons with Disability (PWD).

			GENDER		
FEMALE	MALE	TOTAL	RULE	PWD	% OF PWD
79	110	189	YES	3	2%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
60	66	39	24	

Ethnic representation:

Ethnicity	No.	%
KIKUYU	40	21%
KALENJIN	29	15%
SOMALI	26	14%

LUO	14	7%
KISII	14	7%
LUHYA	12	6%
KAMBA	12	6%

MIJIKENDA	11	6%
MERU	6	3%
TAITA	5	3%
Ethnicity	No.	%
BAJUN	4	2%
BORANA	3	2%
MAASAI	2	1%

EMBU	2	1%
SAMBURU	2	1%
KURIA	1	1%
TESO	1	1%
NUBIAN	1	1%
OTHER		
KENYAN	3	2%

23. Kenya School of Government (KSG)

Staff establishment:

KSG has 244 Female and 248 Male employees to make a total of 492 employees. Among them 16 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
244	248	492	YES	16	3%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
18	143	188	128	15

Ethnic representation:

Ethnicity	No.	%
KIKUYU	115	21%
KALENJIN	69	13%
LUHYA	61	11%

KAMBA	50	9%
LUO	45	8%
KISII	44	8%
MIJIKENDA	36	7%

MERU	35	6%
EMBU	35	6%
TAITA	9	2%
SOMALI	9	2%
BORANA	6	1%
TESO	6	1%
Ethnicity	No.	%
MAASAI	4	1%
NJEMPS	4	1%
SUBA	3	1%
POKOT	2	0%

MBEERE	2	0%
POKOMO	2	0%
SWAHILI	2	0%
SAMBURU	1	0%
TURKANA	1	0%
THARAKA	1	0%
RENDILE	1	0%
DEGODIA/SAKUY E	1	0%
FOREIGNER	1	0%

24. Kenya Bureau of Standards (KEBS)

Staff establishment:

KEBS has 429 Female and 686 Male employees to make a total of 1115 employees. Among them 16 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
429	686	1115	YES	16	1%

Ethnic representation:

Ethnicity	No.	%
KIKUYU	204	18%
KALENJIN	189	17%
LUO	157	14%
LUHYA	139	12%

KAMBA	118	11%
KISII	93	8%
SOMALI	55	5%
MERU	51	5%
MIJIKENDA	32	3%

TAITA	22	2%
MAASAI	15	1%
EMBU	12	1%
SWAHILI	4	0%
Ethnicity	No.	%
TURKANA	3	0%
KURIA	3	0%
MBEERE	3	0%
SUBA	3	0%

BORANA	2	0%
TESO	2	0%
NJEMPS	2	0%
SAMBURU	1	0%
GABRA	1	0%
RENDILE	1	0%
NUBIAN	1	0%
OTHER		
KENYAN	1	0%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
330		731		4

25. Teachers Service Commission (TSC)

Staff establishment:

TSC has 204,487 Female and 202,487 Male employees to make a total of 406,974 employees. Among them 5,666 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
204,487	202,487	406,974	YES	5,666	1%

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
52397	153539	107837	90459	2628

Ethnic representation:

Ethnicity	No.	%
KALENJIN	73309	18%
KIKUYU	64937	16%
LUHYA	60912	15%
KAMBA	48201	12%
LUO	47285	12%
KISII	35236	9%
MERU	25930	6%
MIJIKENDA	9958	2%
MAASAI	6692	2%
EMBU	6584	2%
TAITA	4022	1%
POKOT	3911	1%
SOMALI	3500	1%
SAMBURU	1752	0%
KURIA	1692	0%
TURKANA	1529	0%
THARAKA	1419	0%
BORANA	1340	0%
MBEERE	1097	0%
POKOMO	757	0%

Ethnicity	No.	%
GABRA	561	0%
BAJUN	495	0%
SWAHILI	322	0%
SUBA	250	0%
SANYE	243	0%
BURJI	223	0%
ORMA	191	0%
RENDILE	87	0%
DOROBO	71	0%
GURREH	60	0%
DEGODIA/SAKUY E	32	0%
NJEMPS	26	0%
GOSHA	20	0%
ELMOLO	17	0%
FOREIGNER	15	0%
MURULLE	14	0%
SHANGIL	11	0%
TESO		0%
OTHER KENYAN	2890	1%

26. Kenya Medical Research Institute (KEMRI)**Staff establishment:**

KEMRI has 387 Female and 488 Male employees to make a total of 875 employees.

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
387	488	875	YES	UNKNOWN	UNKNOWN

Age distribution:

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
42	153	382	276	22

Ethnic representation:

Ethnicity	No.	%
KIKUYU	226	26%
LUO	132	15%
KALENJIN	125	14%
LUHYA	103	12%
KAMBA	80	9%
KISII	71	8%
MERU	31	4%
MIJIKENDA	25	3%
EMBU	17	2%
TESO	14	2%

Ethnicity	No.	%
MAASAI	11	1%
KURIA	10	1%
SOMALI	10	1%
TAITA	9	1%
BORANA	5	1%
SAMBURU	2	0%
BAJUN	1	0%
INDIAN	1	0%
POKOMO	1	0%
TURKANA	1	0%

27. Kenya Medical Supplies Authority (KEMSA)

Staff establishment:

KEMSA has 870 Female and 1294 Male employees to make a total of 2164 employees. Among them 43 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
870	1294	2164	YES	43	2%

Age distribution: not specified in the data.

Ethnic representation:

Ethnicity	No.	%
KIKUYU	131	23%
LUO	89	16%
LUHYA	81	14%
KAMBA	69	12%
KALENJIN	63	11%
KISII	39	7%
MERU	31	5%
SOMALI	17	3%
Ethnicity	No.	%
SABAOT	15	3%
EMBU	10	2%
MAASAI	10	2%
POKOT	6	1%
MIJIKENDA	4	1%
TESO	3	1%
BORANA	1	0%

28. Kenya Agricultural & Livestock Research Organization (KALRO)

Staff establishment:

KALRO has 870 Female and 1294 Male employees to make a total of 2164 employees. Among them 43 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
870	1294	2164	YES	43	2%

Age distribution: not specified in the data.

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years

Ethnic representation:

Ethnicity	No.	%
KIKUYU	632	30%
KALENJIN	384	18%
LUHYA	331	15%
LUO	228	11%
KAMBA	176	8%
KISII	155	7%
MERU	90	4%
MIJIKENDA	59	3%
GABRA	30	1%
MAASAI	29	1%
EMBU	26	1%

29. Kenya Power & Lightning Company (KPLC)

Staff establishment:

KPLC has 2,227 Female and 8,288 Male employees to make a total of 10,515 employees. Among them 43 are Persons with Disability (PWD).

FEMALE	MALE	TOTAL	GENDER RULE	PWD	% OF PWD
2,227	8,288	10,515	NO	143	1%

Age distribution: not specified in the data.

21-30 Years	31-40 Years	41-50 Years	51-60 Years	ABOVE 60 Years
154	2,072	4,165	2,837	1,287

Ethnic representation:

Ethnicity	No.	%
KIKUYU	2423	23%
KALENJIN	1798	17%
LUO	1350	13%
LUHYA	1290	12%
KISII	995	9%
KAMBA	940	9%
SOMALI	378	4%
MIJIKENDA	343	3%
MERU	322	3%
EMBU	220	2%
TAITA	117	1%
MAASAI	84	1%

TURKANA	65	1%
BORANA	50	0%
SWAHILI	38	0%
KURIA	23	0%
SAMBURU	21	0%
GABRA	18	0%
POKOMO	10	0%
TESO	10	0%
THARAKA	7	0%
SUBA	6	0%
MBEERE	5	0%

CHAPTER FOUR: OBSERVATIONS AND RECOMMENDATIONS

4.1 Observations

The Committee made the following observations:

1. Most state agencies that made submissions before the Committee had not achieved at least 5% of PWDs in their workforce.
2. State agencies did not utilize other means of advertising employment opportunities apart from print and electronic media.
3. The Kalenjin and Kikuyu communities had the highest numbers of staff in the staff composition.
4. The minority communities had the least numbers especially Tharaka, El Molo, Rendile and Mijikenda.
5. Some state agencies have yet to submit their human resource instruments for approval by the Public Service Commission.
6. Public Service Commission seconds interns to some state agencies.
7. Most of the State agencies had complies with the two thirds gender rule.
8. Some state agencies have still employed persons beyond the mandatory retirement age of 60 years and 65 for PWDs
9. Kalenjin community consists of 16 sub-tribes each with different dialects that include Marakwet, Nandi, Tugen, Kipsigis, Keiyo, Pokot, Sabaot, Sengwer, Terik, Lembus, Endorois, Ogiek, Senger, Samor, Cherang'any and Arror.
10. Mijikenda community consists of 9 sub-tribes each with different dialects that include Duruma, Digo, Chonyi, Giriama, Kauma, Kambe, Jibana, Ribe and Rabai.
11. Luhya Community consists of 18 sub-tribes each with different dialects that include Abakhenye, Bakhayo, Banyala, Banyore, Batsotso, Batura, Bukusu, Idakho, Isukha, Kabras, Kisa, Marachi, Maragoli, Marama, Samia, Tachoni, Tiriki and Wanga.
12. Kenya Somali community consists of 10 sub-tribes each with different dialects that include Kenyan Somali- so stated, Aljuran, Degodia, Gurreh, Hawiyah, Isaak, Leysan, Murule, Ogaden, Corner tribes.
13. Swahili community consists of 20 sub-tribes each with different dialects that include Swahili-so stated, Amu, Barawa, Chitundi, Jomvu, Munyoyaya, Mvita, Ngare, Pate,

Siu, Vumba, Wachangamwe, Wafaza, Wakatwa, Wakilifi, Wakilindini, Wamtwapa, Washaka, Watangana, Watikuu.

4.2 Recommendations

The Committee recommends as follows:

1. State Agencies familiarize with the provisions of the Constitution and other relevant laws regarding inclusivity in order to ensure compliance.
2. The Public Service Commission (PSC) should within one year conduct an audit of the laws regarding inclusivity and identification of possible legislative gaps and possible amendments to the Senate in order to facilitate the inclusivity in employment in all State Agencies and provide Quarterly reports to the Senate.
3. State Agencies should develop and implement progressive Human Resource Policies approved by the Public Service Commission (PSC) that comply with the relevant legal provisions in order to foster inclusivity in staff composition.
4. State Agencies should adopt and implement recruitment terms such as short contracts and internships in order to improve the representation of those who are currently under-represented such as women, persons with disabilities, youth and minorities and marginalized groups.
5. State agencies should comply with the directives given by Public Service Commission and State Corporations Advisory Committee (SCAC) in the development and approval of Human Resource instruments.
6. State agencies should adopt proactive stakeholder engagement with National Gender and Equality Commission (NGEC), National Youth Council and the National Council for People Living with Disabilities (NCWPD) when carrying out recruitment.
7. State agencies should consider utilization of other forms of job advertisements such as vernacular radio stations, religious institutions and use of local administration.
8. The Senate leadership, through the Standing Committee on National Cohesion, Equal Opportunity and Regional Integration, considers introduction of legislative proposals to incorporate incentives for compliance with constitutional and statutory provisions on gender, PWDs and ethnic representation.

ANNEXURES

- 1) Minutes of the Committee meetings
- 2) Submission by the state agencies.
- 3) An extract from the 2019 Kenya Population and Housing Census.