

National Cohesion and Integration Commission

Annual Report 2011-2012



NATIONAL
COHESION AND
INTEGRATION
COMMISSION



THE NATIONAL COHESION AND INTEGRATION COMMISSION



Annual Report

July 2011 – June 2012

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Hon. Joseph Ole Lenku
Cabinet Secretary
Ministry of Interior and Coordination of National Government
Harambee House, Harambee Avenue
P.O. Box 30510 - 00100
NAIROBI

Dear Sir,

RE: SUBMISSION OF THE 2011/2012 NCIC ANNUAL REPORT

Pursuant to the National Cohesion and Integration Act 2008, I have the pleasure of submitting to you the Annual Report of the National Cohesion and Integration Commission (NCIC) for the year 2011/2012. The Cabinet Secretary is required under section 41(4) of the Act to relay the Annual Report of the Commission before the National Assembly within 30 days of its receipt, with any comments which the Cabinet Secretary considers necessary.

Regards.



**Hassan S. Mohamed, OGW
COMMISSION SECRETARY**

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Abbreviations and Acronyms

AC	-	Active Citizens
ASK	-	Agricultural Society of Kenya
CCK	-	Communication Commission of Kenya
CEWERS	-	Conflict Early Warning and Response Systems
CSOs	-	Civil Society Organizations
Dfid	-	Department for International Development
DPCs	-	District Peace Committees
DPP	-	Director of Public Prosecutions
GIZ	-	The Deutsche Gesellschaft für Internationale Zusammenarbeit
IEC	-	Information, Education and Communication
IDPs	-	Internally Displaced Persons
KIE	-	Kenya Institute of Education
KRA	-	Key Result Area
LCPI	-	Local Capacities for Peace International
LPI	-	Life and Peace Institute
M & E	-	Monitoring and Evaluation
NCI Act	-	National Cohesion and Integration Act, 2008
NCIC	-	National Cohesion and Integration Commission
NPS	-	National Police Service
NSC	-	National Steering Committee on Peace building and Conflict Management
OCPDs	-	Officers Commanding Police Divisions
OCSs	-	Officers in Charge of Stations
SMS	-	Short Message Service
SIDA	-	Swedish International Development Agency
TOTs	-	Training of Trainers
UNDP	-	United Nations Development Programme

Foreword

The National Cohesion and Integration Commission (NCIC) is established under the National Cohesion and Integration (NCI) Act of 2008, which came in to being after the events of the 2007/8 post-election violence. The desire to establish NCIC was a recognition that Kenya had many communities with diverse cultural practices and many political affiliations, which required a common rallying strategy to enhance cohesion amongst and across them. Since inception in 2009, NCIC has remained an embodiment of expectations from Kenyans of different walks of life irrespective of their religion, ethnicity, race or political affiliation. It's functional relevance lies in the appreciation that there is a need to invest in Kenya's rich diversity as a means of building patriotism.

This is the third Annual Report of the National Cohesion and Integration Commission. The report covers the Commission's activities from 1st July 2011 to 31st June, 2012. In undertaking its mandate, the Commission focused on its five Key Results Areas (KRAs). Under the guidance of its Commissioners and with the support of different partners and key stakeholders, the Commission recorded phenomenal progress in the promotion of national cohesion and integration in the country. During the period under review, Kenyans were provided with an opportunity to engage in public dialogues on the subject of ethnicity and the ways that it has been an impediment/strength to development and nation building. The Commission carried out an ethnic audit that revealed ethnic imbalance within the civil service. Remedial measures to correct the imbalance were suggested to ensure that the civil service is all inclusive. The Commission also managed to put on notice leaders who make inflammatory statements.

In order to mainstream national cohesion and integration in different sectors of the country, the Commission extended its partnership with the Ministry of Education by training curriculum developers, running an essay competition on Ethnicity, Race and Nationhood and sponsoring the National Drama Festivals. The Commission also facilitated peaceful resolution of conflicts in different parts of the country through

mediation resulting in peace agreements. To ensure that the public is well informed on the mandate and activities of the Commission, there was a deliberate attempt to engage the media as well as produce an array of Information, Education and Communication (IEC) materials.

NCIC endeavours to uphold the right of people to partake in the political, ideological and cultural practice of their choice, while seeking to diminish retrogressive tendencies that undermine the very existence of different ethnic groups. It has done this by examining the factors that promote discrimination and marginalization with a view to prescribe sustainable solutions. The Commission will continue to put in place strategies that nurture the national identity of the Kenyan people while providing systematic reconciliation structures that will inspire communities towards the realization of national values rather than individualistic tribal affiliations.

The Commission calls upon all Kenyans to assume the collective responsibility of building "A Peaceful, United, Harmonious and Integrated Kenyan Society".

Thank you,

A handwritten signature in blue ink, consisting of stylized, flowing letters that appear to be 'HMO' followed by a long horizontal stroke.

**MR. HASSAN MOHAMED, OGW.
COMMISSION SECRETARY**

Statement from the Chairman

The journey towards implementation of the new constitution is firmly on course but with it comes the task of national unity and reconciliation. This financial year coincides with the preparations for the General Elections to be held early next year, the first under the new constitution. NCIC recognizes the major role it is expected to play in ensuring peaceful elections, which can easily stem from rising levels of intolerance on several fronts, specifically religious, racial, intra and inter ethnic tensions.

This financial year, the Commission addressed its long-term mandate of identifying key factors that are potential triggers and threats to national harmony and close the gaps that bring about ethnic, racial and religious discrimination. It is in recognition of this fact that NCIC embarked on sensitizing a broad base of Kenyans on how to play their role more effectively. NCIC partnered with various institutions to work towards consolidating the peace process and establishing the foundations for a successful political transition in Kenya. Such partnerships included the Uwiano platform for peace, a joint initiative between key stakeholders working on conflict, security and peacebuilding to identify and respond to conflicts across the country using Conflict Early Warning and Response Systems (CEWERS) which NCIC is a member. In addition, the Kenya Kwanza campaign successfully galvanized public support and individual responsibility to maintain peace ahead of the General Elections.

During elections, women have been affected in resultant conflicts. The youth have also been misused as vehicles of violence and chaos. NCIC sought to give the youth and women an opportunity to express themselves on issues of ethnicity, race and nationhood and generate ideas that advocate for and promote national cohesion as the country prepares for the General Elections as well as in the implementation of the Constitution.

Although ethnicity is a fact of life, there has been a limited candid conversation on how communities in Kenya perceive others, or the grievances they may have against other communities. Issues around

ethnicity are often whispered, while ethnic stereotypes are disguised as witticism thought to have little effect on social harmony. For these reasons, within this period, NCIC undertook to provide platforms for candid discussions on ethnicity and race related issues, as well as identify opportunities to enhance and entrench sustainable ethnic interaction and tolerance among different ethnic communities.

In conclusion, the Commission will continue to advocate for citizen engagement through which all Kenyans can coexist without fear or discrimination.

Thank you,



Mzalendo N, Kibunjia, Ph.D, EBS
COMMISSION CHAIRMAN

Executive Summary

Part of the year in which the report is based was characterized by heightened anxiety across the Country as a result of the much anticipated General Elections. Despite reforms, many structural conflict drivers – continuing reliance on ethnicity, competition for land and other resources, resettlement of Internally Displaced People (IDPs), poverty and youth unemployment – underlying the 2007-2008 violence could be used by politicians to whip up support. Furthermore, ethnic campaigning and horse-trading as alliances formed – by leading politicians – deepened divides. Competition between groups for power and resources controlled at county level becomes fiercer in anticipation of the devolved government. All these challenges are surmountable, especially given the remarkable determination of most to avoid a repeat of 2007-2008. The recurrence of the ethnic conflicts, together with incitements, posed challenges to the conflict and integration reduction initiatives and was one of the major challenges to the realization of the Commission's mandate in the period under review.

This report is in fulfilment of the requirement of the National Cohesion and Integration Act, 2008; Section 41 on annual reports. The annual report of the National Cohesion and Integration Commission covers activities for four quarters, from July 2011 – June 2012. The report contains the financial statements, a description of the activities of the Commission and other statistical information as considered appropriate relating to complaints and investigations and reports on the results of investigations and any other information relating to its functions as deemed necessary. The report also highlights the state of cohesion and integration in Kenya and includes the achievements, challenges, and lessons learned in within the period and makes recommendations to address those challenges.

To facilitate its work, NCIC has organized itself into four departments. These are: Civic Education and Advocacy; Legal Complaints and Enforcement; Research, Policy and Planning and Finance and Administration. Each department is convened by a Commissioner, and a head of department oversees and monitors implementation of the Commission's work with relevant agencies, public institutions, state

and non-state actors, development partners and the people of Kenya on various implementation issues that focus towards realization of the specific Key Result Areas (KRAs).

The report has four sections. The first section summarizes the mandate and role of the Commission, and includes a brief on the cohesion and integration programmes. The second presents an overview of the Commission's work and focuses on the achievements as a result of activities undertaken within the period with regard to the KRAs. Section three of the report highlights the challenges with recommendations on how to address the emerging issues. Finally, the fourth section gives an overview of the financial status for the financial year 2011/2012. A brief on the profiles of the NCIC Commissioners has also been provided.

Structure, Mandate and Programmes Of NCIC

1.1 Establishment of NCIC

The National Cohesion and Integration Commission (NCIC) was borne out of the realisation that long lasting peace, sustainable development and harmonious coexistence among Kenyans requires deliberate normative, institutional and attitudinal processes of constructing nationhood, national cohesion and integration. The NCIC is a statutory body established under the National Cohesion and Integration Act No.12 of 2008 enacted after the 2007 post election violence and subsequent political negotiations.

NCIC is one of the Agenda 4 reform commissions, established after the signing of the National Accord and Reconciliation Agreement (NARA, 2008). The object and purpose for which the Commission is established 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 thereof. This encompasses analysis of historical injustices that fuel disputes and conflicts amongst citizens of different ethnicities. The main focus is to identify root causes and propose remedies to the government. Ultimately, NCIC's principal role is to protect

and promote human rights among all citizens without discrimination, thereby enhancing nationhood.

1.2 The Structure of NCIC

NCIC became operational in September 2009 with the appointment of nine (9) Commissioners through a Gazette Notice No. 9883 by his Excellency President Mwai Kibaki.

The Commission consists of:

i. Commissioners

- A chairperson nominated by the President from among the Commissioners nominated by the National Assembly.
- Eight Commissioners nominated by the National Assembly and appointed by the President, and three Ex- officio members namely:
- The Chairperson of the Kenya National Commission on Human Rights
- The Chairperson of the National Commission on Gender and Development
- The Chairperson of the Public Complaints Standing Committee (Ombudsman)

ii. Secretariat

The secretariat is composed of the Commission Secretary who is the Chief

Executive Officer, appointed by NCIC and members of staff. At the close of this period, there were thirty two (32) members of staff. The Commission is putting in place an active internship programme that will commence in 2012.

1.3 Mandate and Powers of NCIC

The object and purpose for which the Commission is established 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 thereof. Without prejudice the Commission shall:

- a) Promote the elimination of all forms of discrimination on the basis of ethnicity or race;
- b) Discourage persons, institutions, political parties and associations from advocating or promoting discrimination or discriminatory practices on the ground of ethnicity or race;
- c) Promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- d) Plan, supervise, co-ordinate and promote educational and training programmes to create awareness, support and advancement of peace and harmony among ethnic communities and racial groups;
- e) Promote respect for religious, cultural, linguistic and other forms of diversity in a plural society;
- f) Promote equal access and enjoyment by persons of all ethnic communities and racial groups to public or other services and facilities provided by the Government;
- g) Promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace;
- h) Investigate complaints of ethnic or racial discrimination and make recommendations to the Attorney-General, the Human Rights Commission or any other relevant authority on the remedial measures to be taken where such complaints are valid;
- i) Investigate on its own accord or on request from any institution, office, or person any issue affecting ethnic and racial relations;
- j) Identify and analyze factors inhibiting the attainment of harmonious relations between ethnic communities, particularly barriers to the participation of any ethnic community in social, economic, commercial, financial, cultural and political endeavours, and recommend to the Government and any other relevant public or



private body how these factors should be overcome;

- k) Determine strategic priorities in all the socio- economic, political and development policies of the Government impacting on ethnic relations and advise on their implementation;
- l) Recommend to the Government criteria for deciding whether any public office or officer has committed acts of discrimination on the ground of ethnicity or race;
- m) Monitor and review all legislation and all administrative acts relating to or having implications for ethnic or race relations and equal opportunities and, from time to time, prepare and submit to the Government proposals for revision of such legislation and administrative acts;
- n) Initiate, lobby for and advocate for policy, legal or administrative reforms on issues affecting ethnic relations;
- o) Monitor and make recommendations to the Government and other relevant public and private sector bodies on factors inhibiting the development of harmonious relations between ethnic groups and on barriers to the participation of all ethnic groups in the social, economic, commercial, financial, cultural and political life of the people;
- p) Undertake research and studies and make recommendations to the Government on any issue relating to ethnic affairs including whether ethnic relations are improving;
- q) Make recommendations on penalties to be imposed on any person for any breach of the provisions of the constitution or of any law dealing with ethnicity;
- r) Monitor and report to the National Assembly the status and success of implementation of its recommendations;
- s) Issue notice directing persons or institutions involved in actions or conduct amounting to violations of human rights on the basis of ethnicity or race to stop such actions or conduct within a given period and;
- t) Do all other acts and things as may be necessary to facilitate the efficient discharge of its functions;

1.4 Vision, Mission and Strategy

NCIC envisions "A Peaceful, United, Harmonious and Integrated Kenyan Society". Our mission is to facilitate and promote a Kenyan society whose values are harmonious and non-discriminatory for peaceful co-existence and integration. The Commission's mandate is realised through the six key result areas below:

1. Increased knowledge and transitional practise on national reconciliation, cohesion and integration;
2. Elimination of all forms of discrimination based on ethnic, racial, religious and social origin in Kenya;
3. Strengthening good governance and implementation of the new constitution through emphasis on equitable access to public resources;
4. Promoting research and monitoring of the status and trends of national peace and stability and advising the relevant state agencies;
5. Facilitate operationalization of laws, policies, and practises that counter ethnic, racial and religious tensions; and
6. NCIC Organizational growth and development.

1.5 The Principles and Values of NCIC

NCIC's principal principle is zero tolerance towards discrimination.

The core values are:

- a) Independence from the executive, judiciary and legislature;
- b) Objectivity in dealing with issues around discrimination;
- c) High levels of integrity within the Commission;

- d) Open doors policy to all and sundry;
- e) Affirmative action around the vulnerable and minority;
- f) Inclusivity of all forms of diversity;
- g) High degree of accountability and transparency; and
- h) Tolerance to varied opinions, beliefs and aspirations.

1.6 Programmes of NCIC

The NCIC's work is guided by its strategic plan 2010 - 2013. Each year, an annual work plan is developed through a consultative process after a rapid assessment of the environment of operation. The Commission's mandate and key results are realized through four departments guided by four committees. The following are the departments in the Commission:

a) Finance and Administration Department

This Department is the administrative arm of NCIC. It provides administrative coordination in the prudent management of finance, human resource, procurement and physical assets of the organization. The Department is composed of the following divisions / units: Finance and Accounts, Human Resource and Administration, Procurement and Information Communication and Technology.

b) Civic Education and Advocacy Department

The Commission's Civic Education and Advocacy Department (CEAD) spearheads initiatives aimed at policy influence and advocacy, public education and awareness, capacity development and outreach. The Department also facilitates the communications and knowledge management, peace building and conflict transformation, partnerships building and resource mobilization. The Department facilitates the planning, supervision, co-ordination and promotion of educational and training programmes to create public awareness, and support the advancement of peace and harmony among ethnic communities and racial groups. The Department directly implements activities on the ground but in a number of cases facilitates partners to implement activities on behalf of the Commission.

c) Research, Policy and Planning Department

The Research, Policy and Planning Department collects, collates and synthesizes information on various issues of interest to the Commission. In addition, the Department seeks to translate theory into practice through policy development, planning and implementation. The Department works as a reservoir of information to the other departments and also collaborates with researchers and analysts in academic and research institutions to develop frontier tools, models and to carry out high quality research to further the

understanding of cohesion building, conflict management and equal opportunities in Kenya. This way, the Research Department contributes to the foundation of cohesion and equal opportunity policy decisions in the country.

d) Complaints, Legal, and Enforcement Department

The core mandate of the Department is to, among others, receive and investigate complaints on the offences of hate speech, ethnic or racial contempt. The Department has been spearheading the fight against all forms of discrimination by making periodic recommendations on the penalties to be imposed on any person(s) found to be in breach of the provisions of the constitution and the NCI Act. The Department has played a key role in monitoring and reporting on the progress, status and success of the implementation of the recommendations. Through the enforcement mechanism, the Department issues compliance and cessation notices to individuals and institutions found to be violating the law by discrimination on the basis of ethnicity. The Department also makes recommendation for prosecution of persons found in breach of the laws on hate speech, ethnic and racial contempt to the office the Director of public prosecution (DPP).

1.7 Budget and Funding

The commission was allocated two hundred million shillings (Kshs. 200,000,000) during the financial year 2011 / 2012 as captured in the printed

estimates. During the same financial year an additional funding of thirty five million shillings (Kshs. 35,000,000) was disbursed through the supplementary estimates, thus the total funding received from government amounted to Kshs. 235,000,000.

The Commission maintained proper books of accounts with management ensuring preparation and fair presentation of financial statements in accordance with international financial reporting standards and enforced appropriate financial controls.

1.8 Partnerships and Collaborations

To bridge the financial gap due to limited funding from the Exchequer, the Commission solicited for programme support for some of its programmes from the donor community in line with

Section 26 2(c) and Section 37 (c) of the National Cohesion and Integration Act. In the period under review, the Commission's donor partners were; Britain's Department for International Development (DFID), United Nations Development Programme (UNDP), UNWomen, The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Swedish International Development Agency (SIDA), Embassy of Norway and United States Agency for International Development (USAID). Most of the donor funding was channelled through UNDP and GIZ while the funds from USAID were administered by PACT Kenya. The Commission also managed to partner with the British Council in running some of its programmes. Other partners who supported the Commission, especially in reconciliation and integration were the Institute of Justice and Reconciliation (IJR) and Folke Bernadote Academy (FBA) of Sweden.



Participants at a peace forum organized by the UWIANO platform in Marsabit County

THEMATIC AREA ONE

2.1 Increased Knowledge and Transformational Practice On National Reconciliation, Cohesion and Integration

The need to create awareness among stakeholders and partners on the ills of their erstwhile generally 'tolerated' discriminatory practices remains a primary tool in getting the national cohesion and integration agenda adopted widely. To achieve this, NCIC sought to increase application of the key tenets of non discrimination on the basis of ethnicity, race, religion and social origin to achieve reconciliation, cohesion and integration by key actors. The capacity of key actors to apply principles of national reconciliation, cohesion and integration was enhanced to upscale the awareness on peaceful co-existence.

Civic and public education processes at the Commission have involved sensitization of Kenyans on the principles of cohesion and integration, promoting strategies for community cohesion as well as the research studies under the prelude of devolution. It is in recognition of this fact that NCIC embarked on sensitizing the broad base of each Kenyan on how to play their role more effectively. The Commission partnered with various organs in the research and

education sector as strategic partners to nurture values and practices that would go a long way in promoting respect for diversity and a national identity.

To facilitate knowledge increase and transitional practise on national reconciliation, cohesion and integration, the Commission undertook a number of programmes during the period under review. These included:

1. The UWIANO Platform for Peace - A National Conflict Prevention and Response Strategy

The Uwiano Platform for Peace is a national programme that is funded by an array of donors through the United Nations Development Programme (UNDP) and the Government of Kenya. The Uwiano Platform for Peace is implemented as a joint initiative of NCIC, the National Steering Committee on Peace building and Conflict Management (NSC) and PeaceNet together with the UNDP. The programme is aimed at strengthening and expanding the coverage of peace to enhance the capacity of national

¹ "Uwiano" is Kiswahili for cohesion. As a joint initiative, its basic strategy was to maintain peace by organizing a system to get up-to-date information on tensions, hate speech, incitement, threats and violence throughout the country and to relay this information to security institutions and Peace Committees in the best position to undertake appropriate actions including mediation.

and local government and civil society to effectively prevent and reduce levels of armed violence. This is expected to ultimately nurture peace and strengthen cohesion and integration, enhance development opportunities in Kenya, and prospects for cross-border cooperation and dialogue through both national and locally. The UWIANO Joint Secretariat worked closely with the District Peace Committees (DPCs), Civil Society Organizations (CSOs) among them the Local Capacities for Peace International (LCPI) in reaching

out to the District Security Intelligence Committees, the County Planning Committees, the media and the political leadership in ensuring that the issues raised on unrest within the various counties were addressed. The initiative has resulted in an improved interface between early warning actors and early response actors such as observed in partnership with the Inspector General of Police, the police, Uwiano members and civil society members. NCIC is the custodian of the initiative's Emergency Rapid Response Fund (ERRF).



Inter-ethnic Dialogue for Reconciliation and Peaceful coexistence: Use of Elders for Reconciliation:

2. Inter-ethnic Dialogue for Reconciliation and Peaceful coexistence: Use of Elders for Reconciliation:

i) Kikuyu and Kalenjin Elders in Nakuru County.

The Commission in partnership with National Steering Committee on Peace building and Conflict Management (NSC) facilitated a series of meetings

with the Kikuyu and Kalenjin elders in Nakuru County between April 2011 and July, 2011.

Nakuru County had experienced inter-tribal clashes in 1992, 1997 and more severely after the December 2007 General Election. The Kikuyu and Kalenjin ethnic communities were the main antagonist. The clashes was mainly over land and political positions.

The dialogue forums was aimed at building trust, respect for diversity and promote peaceful and harmonious coexistence between the two communities.

The year long project culminated with the signing of the peace agreement/ social contract between all the ethnic groups inhabiting the County.

ii) Mount Elgon and Cheptais District

Mt Elgon has been a theatre of intra and inter-ethnic conflicts culminating in the emergence of the Sabaot Land Defence Force (SLDF), a militia group that claimed to be fighting for the land rights of the Sabaot community. Formed in 2006, SLDF claimed to seek redress for alleged injustices stemming from, among other things, skewed land distribution in the third Phase of Chebyuk Settlement Scheme, with the conflict pitting two main clans of the Sabaot – Mosop (also known as Ndorobo) and Soy – against each other. The SLDF was blamed for the deaths of at least 600 civilians in an insurgency quelled by the security officers comprising the Kenya Army and Kenya Police in March 2008 in an operation dubbed “Operation Okoa Maisha” (Operation Save Lives).

It is against this background that NCIC facilitated community peace initiatives between the Ndorobo/Mosop and the Soy sub-clans that had been in conflict to promote dialogue, healing and peaceful coexistence. The community leaders were also trained on the legal implications of hate speech and inciteful utterances.

The Commission also promoted dialogue between the Sabaots and their Teso and Bukusu neighbours in Bungoma County. The Commission set up a County Elders Forum and a Community Peace and Cohesion Committee to promote cohesion, integration and peaceful coexistence of communities inhabiting the larger Mt. Elgon region.

These initiatives have resulted in the reduction of intra and inter-ethnic conflict in the county, reduction in reported cases of hate speech especially by the political class, integration of Internally Displaced Persons (IDPs) into the community, increased number of intra- and inter-community forums and consequently the expansion of development activities due to the new found peace in the region.

3. Public education and awareness to promote national cohesion and integration in the country

The Commission implemented a number of activities to educate and create awareness amongst the public in the promotion of national cohesion and integration. Among the activities undertaken included the following:

i. Essay competition for Kenyan youth on the theme of ethnicity race and nationhood

NCIC successfully rolled out a National Essay Competition on “Ethnicity, Race and Nationhood”. The competition targeted young people of ages 11 to 25 years, in primary, secondary, and universities all over Kenya. The

competition sought to give the youth an opportunity to express themselves on the theme of ethnicity, race and nationhood and generate ideas that advocate for and promote national cohesion. It also sought to provide a platform for the youth to gain national recognition for their contributions to experiences and ideas in fostering national cohesion. By so doing, the Commission was able to gauge the sense of nationhood among the youth, enhance life skills including

research, critical thinking and writing skills of the youth, strengthen the NCIC partnerships with the education sector and other youth focused institutions in the discourse on ethnicity, racism and nationhood. By publishing and widely disseminating winning essays in the different categories of students, the essay competition engaged young people in the exchange of ideas from different regions of the country.



Maureen Nduku Musembi, a student at All Saints Academy in Sagana and one of the winners of the NCIC's Essay Competition entitled "Ethnicity, Race & Nationhood" displays the essay booklet at her school in August, 2012.

Breakdown of entries received by region		
Nairobi	164	
Lower Eastern	117	
Upper Eastern	3	
Nyanza	238	
Western	195	
Coast	89	
North Rift	137	
South Rift	122	
North Eastern	2	
Central	130	
Total	1197	

The Commission received a total of 1,197 entries from different parts of the country as shown above. Reading through the essays, the passion and commitment that Kenyan youth have to discuss issues on the theme of the competition came through clearly. The essays were compiled and published into a booklet which was distributed to learning institutions across the country. The winners were recognized at an Award Ceremony on Tuesday 13th December 2011 at the Intercontinental hotel Nairobi.

Some of the main issues that came out of the essays included:

- The new Constitution provides opportunities and avenues for ensuring national cohesion.
- Parents are partly responsible for fuelling ethnic and racial prejudices and hatred. Parents must live up to their important role of teaching tolerance and diversity.
- Every Kenyan child needs to know someone from a different ethnic community and even better, from a different race.
- Teachers must go out of their way to teach inclusively; no child should feel left out as a result of his/her ethnic or race background.
- Leaders must consciously accept the responsibility of knowing that words have power to heal or harm.
- Structural change can come from inside the education system if we manage to keep the hopes of our children alive by building

them as socially conscious members of a vanguard society that penetrates the power of the negative effects of ethnicity and race. In the spirit of the Constitution, students and teachers need to be able to understand prejudice and discrimination that is accepted as normal so that they can stand up to these negative practices.

- There is need for greater and more equal distribution of resources in the country.
- The ideas of "nationhood" are not as clear to young people not only as a concept but also through their lived experiences. This is important in order to help young people understand patriotism.

ii. Sponsorship of the 2012 Kenya National Drama Festivals

The Kenya National Drama Festivals is an annual co-curricular activity, run by the Ministry of Education. The goal of the festivals is to tap and nurture creative talent of the Kenyan child. Participation in drama creates individuals with appropriate knowledge, competencies, skills, values and attitudes that go a long way to make desirable citizens who contribute positively to the Kenyan Society.

The Commission was the thematic sponsor of the 53rd Annual Kenya Schools and Colleges National Drama Festivals. NCIC trained at least 230 drama teachers from all levels of the academic fraternity to expose them to themes and principles related to

cohesion, integration, reconciliation and peace-building. Held at the Tom Mboya Labour College in Kisumu, the training culminated in an exposure trip for 130 of the trained teachers to Rwanda. The one-week trip sought to expose the teachers to the realities of conflict, and practices of reconciliation, peace-building, cohesion and integration. The training also influenced the choice of the theme of the 2012 National Drama Festivals – ‘National Cohesion, Integration and Reconciliation’. The trained teachers subsequently developed creative scripts most of which focused on different aspects of cohesion and.

Sponsorship of the drama festivals worked well in entrenching the messaging of cohesion and integration in the process of rehearsals as well as throughout the local, regional and national competition. The Festivals offered the Commission another opportunity to engage the youth in a

structured and coordinated manner in the promotion of national cohesion and integration. The competition provided an appropriate platform for the Commission to mainstream national cohesion and integration in the co-curricular activities within the education sector. Through the festivals, the Commission was able to sensitize festivals participants (students, teachers and parents) and the general public on its mandate, achievements and challenges.

iii. Launch of the Kenya Kwanza campaign

On the 12th of March 2012, the Commission officially launched the ‘Kenya Kwanza’ campaign. The campaign sought to drive the country towards ‘the soul of its nationhood.’ It called on Kenyans to put the service of their country before self. The Campaign sought to galvanise public support and action towards a cohesive, inclusive and peaceful Kenya.



The launch of a Kenya Kwanza’ national campaign at KICC, Nairobi on 12th of March 2012.

The values of the Kenya Kwanza Campaign are:

- Non-discrimination on grounds of ethnicity and religion;
- Integrity;
- Inclusivity; and
- Tolerance.

Part of the Campaign was a Charter which Kenyans were expected to sign as a demonstration of their commitment to the ideals and principles of the Campaign. In signing the charter, one commits:

- Not to be party to violence, intimidation and any other such practices that may breach peace and inhibit the attainment of harmonious relations between different clans, ethnic communities, races and religious groups in Kenya;
- Not to make or be party to any utterances intended to incite feelings of contempt, hatred, hostility, violence or discrimination against any person, group, or community on the basis of their ethnicity or religion;
- To do all within his/her powers to promote tolerance, understanding and acceptance of diversity in all aspects of national life and encourage full participation by all ethnic communities in the social, economic, cultural and political life of other communities;
- To promote free and constructive political debate, freedom of expression, freedom of assembly and tolerance of varied opinion, beliefs and aspirations of the Kenyan people;
- To participate in this campaign within the conceptual framework and spirit of the Kenya Kwanza Campaign 2012; and

- To join hands with likeminded Kenyans of all walks of life to promote value driven agendas that will help build cohesive, inclusive and peaceful new Kenya.

iv. Participation in Agricultural Society of Kenya shows in Kitale and Nairobi

The Agricultural Society of Kenya (ASK) shows are a suitable platform for showcasing the NCICs activities as they present opportunity for Commission to interact and exchange ideas with the public. The shows provide an important outreach platform that enables the NCIC to interact with Kenyans and create awareness about the Commission and its mandate. The interaction also encourages free and open dialogue between the public and the Commission on the discourses of ethnicity, race, nationhood, and related issues. This in effect enhances NCIC's effectiveness in execution of its mandate with regard to creating public awareness, and increasing accessibility and visibility of the Commission.

As part of the advocacy strategy, the Commission took part in the Nairobi and Kitale ASK shows. A stand was set up for one week where IEC materials were displayed. Commission staff had an opportunity to respond to questions from members of the public and generally engage with them on the work and mandate of the commission. The Commission utilized a local community theatre group which helped in

explaining the work of the commission. NCIC Commissioners also attended the show and had a chance to interact with members of the public. The engagement

with hundreds of Kenyans through the week with a diverse constituency provided an excellent platform for advocacy.



A group of students pose for a photograph with their teacher outside NCIC's stand in Kitale ASK show

3. Regional Diversity Conversations on Ethnicity and Race

Although ethnicity is a fact of life, there has been a limited candid conversation on how communities in Kenya perceive others, or the grievances they may have against other communities. Issues around ethnicity are often whispered, while ethnic stereotypes are disguised as witticism thought to have little effect on social harmony. Kenyans still maintain deep-rooted loyalties to their ethnic identities and this still influences economic, social and political organisation and expression. This has led to ethnicization of politics and

employment, and associated negative sentiments. The ethnic tensions and conflicts in Kenya are the fodder for future violent conflicts, hence the need for genuine public debate on the theme of ethnicity.

For these reasons, NCIC held a series of regional conversations on race and ethnicity. The diversity forums were held in Nairobi, Kakamega, Kisumu, Njoro, Nyeri, Isiolo, Mombasa, Machakos, Lodwar and Garissa. The very first of their kind, the dialogue forums not only provided a platform for candid discussions on ethnicity and race related issues, they also helped

identify opportunities through which ethnic, racial and religious tolerance could be enhanced and entrenched in a sustainable manner. Dubbed *Diversity Conversations*, the dialogues were designed to generate knowledge that would inform the country's draft guidelines on National Ethnic and Race Relations. The conversations also sought to influence research-based advocacy on ethnicity, and in the long run, form a basis for attitudinal and behavioural change with regard to embracing diversity. The discussions enabled Kenyans to interrogate both the past and the present, and critically examine available instruments like the Constitution with a view of harnessing available resources in order to construct a shared future. The knowledge that was gathered from the regional dialogues was instrumental in the development of sustainable relationships between communities based on respect and trust.

4. The National Conference on Diversity, Ethnicity and Race

The National Conference on Diversity,

Ethnicity and Race, dubbed "The People's Conference" was a culmination of the activities from the regional diversity conversations held in 10 regions of the country whose overall objective was to identify and analyse factors that inhibit harmonious relations between ethnic communities. The conference saw the participation of over 800 delegates from all across the country and speakers included a range of key decision makers including the Prime Minister, Vice President and Chief Justice.

The two day conference led to the development of the country's first ever guidelines for Ethnic and Race Relations. The conference was also instrumental in consolidating the experiences on cohesion from all the different regions of the country and providing an opportunity to share these on a national platform. The conference garnered significant media coverage and was hailed as a success within a range of various media outlets.



The official opening of the National Conference on Diversity, Ethnicity and Race at KICC, Nairobi on 12th of March 2012

5. Promotion of Cohesion and Integration through Curriculum Development

The NCIC in collaboration with the Kenya Institute of Curriculum Development (KICD), undertook consultations with over 150 curriculum developers and experts on relevant subjects, deliberated on cohesion, integration and peace building and how these themes relate to the primary and secondary school

education curriculum. In attendance were representatives of other key stakeholders, both in curriculum development and implementation. These included: Kenya National Examinations Council (KNEC); the Ministry of Education i.e. Directorate of Quality Assurance and Standards (DQAS); Teachers' Service Commission (TSC); Kenya Education Staff Institute (KESI); Kenya Literature Bureau (KLB) and Publishers.



A group of curriculum developers who were trained by NCIC and KIE.

The consultations were focused on identifying opportunities for infusing cohesion and integration principles in the educational curriculum; restructuring and modification of text books to align the presentation of material to the ideals of social harmony and potential strategies for ensuring that stronger understanding is promoted within the curriculum and text books. Sixteen papers on available opportunities for infusing cohesion and integration in the curriculum

were developed for publication. Two in-depth discussions were held with a guided structure on what was to be interrogated concerning each subject at both Primary and Secondary school level. The consultations contributed to the development of a policy brief to provide policy directives to schools to adopt the curriculum on promotion of cohesion and integration at both primary and secondary school levels.

The following recommendations were made after the deliberations:

Syllabi and the Teachers' Handbooks	Textbook Content	Teaching and Learning Activities
• The primary and secondary syllabi and the Teachers' Handbooks should be reviewed to expressly and adequately address contemporary issues such as national cohesion, integration and reconciliation, peace education, arbitration, mediation, as well as, equitable access to and distribution of resources. • There is need for the inclusion of a general educational objective touching on national cohesion, integration and reconciliation, arbitration, and mediation. • The NCIC should work closely with KIE (and other agencies and organizations) in conceptualization and improvement of curriculum.	• Primary and secondary textbook content should be reviewed to openly and adequately address contemporary issues such as national cohesion, integration and reconciliation, peace education, arbitration, mediation; and equitable access to and distribution of resources. • Authors should use varied ethnic names in context-less sentences, and also construct settings that can authentically sustain names, cultures and experiences from different ethnic groups e.g. at a construction site or a public workplace where we expect multi-ethnic composition. This will reflect national cohesion and integration, and positively influence the learners. • All textbooks should present situations where gender parity, respect for each other, sharing of resources, cohesion, reconciliation, arbitration, and mediation are upheld.	• Primary and secondary teachers should adopt teaching/learning activities that focus on contemporary issues such as national cohesion, integration and reconciliation, peace education, arbitration, mediation, as well as, equitable access to and distribution of resources. • Materials designed or selected for teaching/ learning purposes by the teachers should reflect and respect national cohesion, integration and reconciliation. • There is need for teachers to make deliberate efforts, in their teaching, to change the learners' attitudes towards each other and others in the country - in the spirit of national cohesion, integration, and reconciliation.

6. Development of Information, Education and Communication Materials

In the area of Communications and knowledge management, the Commission coordinated the development of a wide range of Information, Education and Communication (IEC) materials. The IEC Materials were a key component for targeting a mass audience as well as engagement in mass communication. By developing a variety of IEC Materials, the Commission was able to gain the required visibility and enable the public to be able to appreciate the work of the Commission and what the Commission

stands for. The development of a wide range of IEC materials was expected to increase the publicity and visibility of the Commission as it undertakes its mandate.

The IEC materials developed were successful in promoting the work and mandate of the Commission within a range of activities and to a wide range of stakeholders. Within the 2011-2012 year, the Commission managed to introduce new forms of IEC material under the Kenya Kwanza campaign which has continued to be used by the Commission as an effective tool to promote the Commission's work.

THEMATIC AREA TWO

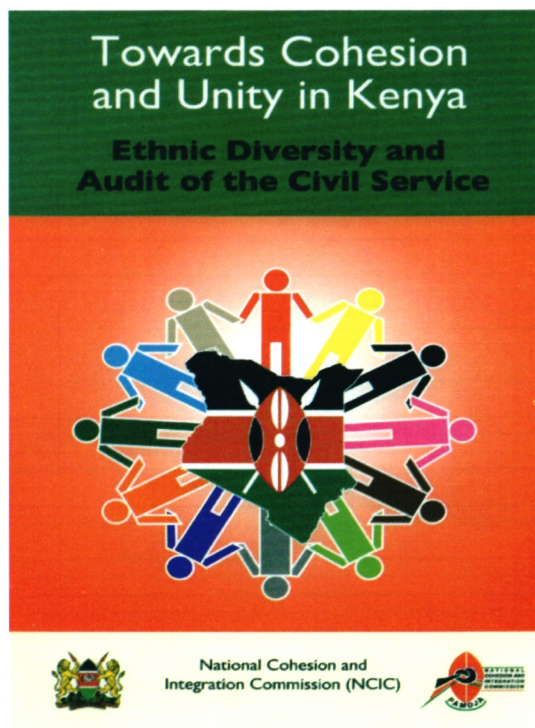
2.2 The Elimination of all Forms of Discrimination on the Basis of Ethnic, Racial, Religious and Social Origin in Kenya

Although Kenya is large nation, NCIC acknowledges the existence of many ethnic groups that require inclusion in decision making in all matters of governance and leadership despite their different cultural practices. NCIC underscores the presence of a society in which all persons are respected irrespective of their ethnic, racial, religious and social origin. Consequently, the Commission has been spearheading the development of policies and laws that pursue equality amongst all Kenyans. As well, NCIC works to promote systematic intervention at a policy level that ensures adoption of practices and procedures in public service delivery that are not seen as discriminatory. This provides opportunities to eliminate discriminatory practices that counter national unity and foster a feeling of nationalism. The Commission sought to increase enjoyment of rights and privileges by groups of all ethnic, racial, religious and social origin in the country by reinforcing the revision of discrimination laws, policies and practices by state agencies.

During the period under review, the Commission spearheaded the following programmes meant to eliminate of all forms of discrimination on ethnic, racial, religious and social origin in Kenya:

1. Ethnic Diversity and Audit of the Civil Service

The audit of ethnic make up in the Civil Service was based on analysis of the integrated payroll personnel data system as provided by the government. This exercise was the first of its kind in Kenya and was important because it sought to examine the underlying cause of lack of cohesion. The exercise established a baseline for monitoring diversity in future. The findings were that Kenya had a crisis of ethnic inequality and exclusion



in the civil service. At the time of study, several ministries were operating in breach of the legal requirement that no government department should draw more than one third of its staff from one community. There were many ministries and departments exceeding this limit. This study demonstrated the need for urgency in making the new dispensation, under a new Constitution, work while drawing lessons from the errors of the past.

The Commission recognizes that there is need to develop and implement policies that can reduce these inequalities. In particular laws should be developed to:

- i. Progressively cap the maximum percentage representation of any group or department at 15 per cent. This should be done progressively and in pursuance of constitutional values and principles of inclusiveness, equity as well as representation of diverse groups.
- ii. Introduce a benchmark in performance contracting on addressing ethnic inequalities in the public service.
- iii. Provide a criteria for representation which should take cognizance of the need to urgently include the under-represented groups.
- iv. Prevent a certain constellation of ministries, based on their strategic importance or resource base, from being dominated by one ethnic community.
- v. Include the private sector in tackling this challenge of negative ethnicity and demand that only firms and organizations that have multi-ethnic staff at all levels be eligible to obtain government contracts. This will make the private sector sensitive on how they hire, include and promote cohesion.

The Commission also provided the following recommendations, since the constitution has the potential to address some of these problems:

- i. For appointments requiring parliamentary approval, the submission of names to parliament be accompanied by a memorandum stating how these new appointments have affected the ethnic composition in the civil service.
- ii. The relevant legislation should require that once every quarter, the Head of Civil service should make a report on ethnic composition in the civil service.
- iii. To avoid the return of a dominant executive distributing public sector jobs in an ethnically skewed manner.

THEMATIC AREA THREE

2.3 Strengthening Good Governance in the Implementation of the New Constitution Through Emphasis on Equitable Access to Public Resources

The new governance system under the Constitution if not accurately implemented can easily further disintegrate the country along ethnic lines. Balancing the need to emphasize professionalism and good leadership vis-a-vis promoting actual and participation by all offers the opportunity to forge a united, harmonious and prosperous Kenyan society. NCIC sought to enhance the capacity of key actors to apply principles of national reconciliation cohesion and integration through identification, campaigning and lobbying for fair and inclusive electoral processes at the county and national levels.

Under this thematic area, the Commission facilitated the following activities:

1. Policy briefs on Reconciliation

With support from SIDA and in partnership with Folke Bernadotte Academy and The Institute for Justice and Reconciliation, the NCIC has developed and disseminated Policy Briefs to promoting cohesion and integration in Kenya. The first policy brief, "Reconciling Kenya: Opportunities for constructing a peaceful and socially cohesion nation" was published in July 2012. The policy brief No. 1 provided

an analysis of the reconciliation agenda in Kenya, the challenges, opportunities and recommendations in the reconciliation process and transitional justice in Kenya. This policy brief can be accessed online via: <http://www.folkebernadotteacademy.se/PageFiles/7708/IJR%20Policy%20Brief.pdf>

In as much as the resolution of historical injustices is important in Kenya, a key opportunity for sustainable reconciliation rests on continued dialogue centered on building trust both between government structures and the people, and among the people themselves as one nation.

Policy Brief, Reconciling Kenya: Opportunities for constructing a peaceful and socially cohesive nation, Session Paper No. 1

2. Goodwill Ambassadors to champion national cohesion and integration.

NCIC nominated twenty five (25) prominent Kenyans to serve as goodwill ambassadors to help steer its core mandate of enhancing peace in the country. The group is a collection of well recognized Kenyans who have clout within their spheres of influence and work as high level mediators within

their communities. The team includes former decorated military officers, businessmen, athletes, scholars and media personalities. The ambassadors spearheaded the role of campaigning the Commission's Kenya Kwanza campaign. Significant engagement by the goodwill ambassadors included participating in various peace initiatives including community forums and dialogues and peace campaigns.



Member of staff places a Kenya Kwanza badge on Goodwill Ambassador during GWA launch in 2012

THEMATIC AREA FOUR

2.4 Promote Research and Monitoring of the Status and Trends of National Peace and Stability and Advice Relevant State Agencies.

The NCIC acknowledges the need to acquire reliable data and statistics that will provide useful tools in addressing issues of perception and feelings of non inclusion. Such data offers useful basis for policy direction that foster peace and unity. Through the development of a database on the trends, extent and status of conflicts that are primarily driven by ethnicity, race or religious consideration, the Commission conducted specific studies on identified hot spots to determine the root causes of recurrent conflicts. NCIC has managed to offer consistent monitoring and pro-active engagement with relevant actors; conduct issue-specific fact-finding missions; and, promoting ethnic integration that help to formulate Early Warning Systems for effective handling of eminent conflicts and tribal animosities. NCIC sought to enhance knowledge base to counter threats to peace and stability.

The Commission, during the period under review, undertook the following research based activities:

1. Ethnic Audit of the Civil Service

The diversity and ethnic audits in the various institutions within the public sector in Kenya have generated discussions both in the Legislature and the Executive on how to tackle

the anomaly of skewed ethnic representation. Additionally, following the studies, advocacy by NCIC has enabled a number of minority groups in the Kenya to access otherwise inaccessible opportunities such as recruitment in the Police service.

2. Stakeholder Mapping

Kenya is a vast country with a land area of 580,000 km² and a population of nearly 39 million, representing many different peoples and cultures. In order to attain its mandate effectively, the Commission needs to engage with every ethnic community in the country. Unfortunately, the Commission is based in Nairobi with no branches at the local levels. It is therefore imperative for the Commission to find innovative means of engaging with Kenyans inspite of the lack of resources to establish branches country wide. It is within this background that the Commission sought to partner with stakeholders to ensure its proxy presence in all communities in the Country and better access to its services. The nationwide stakeholder mapping was completed in 2012.

3. Active Citizens Programme's Baseline Survey/Community Mapping

Active Citizens (AC) is a programme whose general objective is to build trust

and understanding through dialogue and social participation locally and globally. The vision of the programme is to 'build trust and understanding to support peaceful coexistence and sustainability.' To achieve this participants work together locally and globally, to engage in dialogue and carry out positive social action.

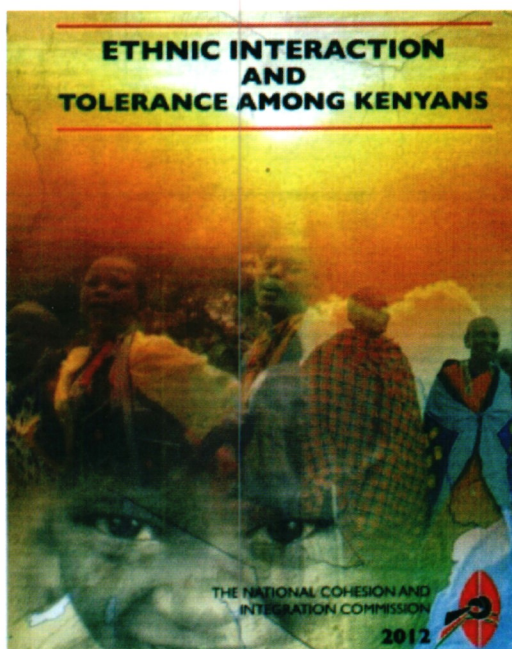
The Commission collaborated with the British Council and other partners in implementing this programme. The specific objective for Kenya was to increase social cohesion and ethnic coexistence among different communities through a learning journey of knowledge sharing, development of dialogue skills and attitudes for coexistence.

The AC programme baseline survey sought to discover the main social cohesion and development challenges in pre-selected communities; establish the drivers of social disintegration and development disabilities and to identify the existing community-building projects to be envisaged in the programme. The baseline survey was expected to establish the main actors in conflicts and identify the influencers in the community who could serve as potential partners, mentors and participants to the AC programme. The baseline survey was conducted in areas mostly affected by the 2007 post election violence, namely Chesikaki in Mt. Elgon; Ol Moran in Laikipia West; Tembu in Sotik; Masurura in Trans Mara; Riosiri in Rongo; Thangatha in Tignia and on the Pokot/Turkana border. The survey brought into perspective the

unique and intricate nature of cohesion in different geographical space. The conflict mapping survey thus provided a viable foundation through which the Active Citizen Programme could be implemented.

4. Ethnic Interaction and Tolerance among Kenyans

This was a perception survey that reached out to Kenyans to establish the levels of ethnic interaction and tolerance among different ethnic communities in the country. Both quantitative and qualitative methods were used in data collection and analysis. The findings revealed that despite instances of ethnic violence that have been witnessed in the country, especially during elections, a great majority of Kenyans frequently interact with people from different ethnic communities, presenting room for understanding among people of different ethnicities.



Religion was mentioned as the main unifying factor in Kenya because it calls on moral values and beliefs that promote unity. Others include work places, schools, markets and other social forums such as during sporting events. It was also revealed that the use of Kiswahili is an important strategy for promoting ethnic cohesion. Further analysis of ethnic intolerance by education levels revealed that people who never went to school and those in primary school are the least intolerant. After completing primary school, Kenyans become more intolerant and this reaches its peak after completion of secondary school. Thereafter, intolerance reduces for those who join college and further decreases after completing tertiary education.

This study laid a foundation for the engagement of the Commission in mainstreaming cohesion and integration principles in the educational curriculum.

5. Internal Displacement and National Cohesion

This study sought to examine the effects of IDP resettlement on cohesion building in Kenya. It was a nationwide exercise that involved in depth interviews, observation and focus group discussions with various categories of internally displaced persons (IDPs). The study aimed at understanding how the entire process of addressing IDP issues in Kenya especially since the 2007 post-election violence has shaped the direction of national cohesion building. Core to this process was the question of resettlement of IDPs. It established that in order to fully appreciate the intricacies of resettlement, one ought

to address the IDPs who are integrated, those still in camps- otherwise known as unresettled-, the returnees as well as the host communities of the resettled IDPs. In this way, the analysis of findings was based on the views, attitudes and comments from these IDP categories. But this was not before examining available secondary data on the issues under investigation as well as the views of specific experts - either individuals or organizations - on the same.

A number of outstanding issues emerged from the study. First, internal displacement is not a new phenomenon in Kenya. It dates back to the pre-colonial times, to the colonial period, through to the post-independence period. Secondly, such internal displacement was due to many factors such as diseases, ethnic wars, colonial conquest, environmental disasters and most importantly politically instigated violence. Thirdly, internal displacement and the resettlement of IDPs was not seriously addressed or regarded until the 2007 post-election violence. Fourth, the study also established that as at August 2012 there were hundreds of IDPs in self-help camps especially around Rift Valley.

The greatest issue at the centre of controversy was that of land. Most of the IDPs in self-help camps were landless before the outbreak of the 2007 post-election violence. Fifth, on the whole the resettlement of IDPs has been a largely a good step towards national cohesion. Yet the process of resettling the IDPs has been marred with issues that have greatly undermined the process of

national integration and cohesion. On the whole, IDP profiling was grossly inaccurate thereby leading to a situation where the process of compensation and resettlement may have benefited the wrong people. Alleged corruption, nepotism and tribalism also influenced the process, further stifling the entire process of national cohesion building and reconciliation.

The biggest lesson learnt from this study was that the stakeholders involved with IDP issues took too long to exhaustively address the IDP question. The study

recommended that the resettlement of IDPs be expedited, while taking account of all anomalies, omissions and/or misdeeds in order to inform and institute a working National IDP Policy that will address fundamental issues in the near and distant future. Unless this was done, national cohesion would remain a lofty pipedream.

THEMATIC AREA FIVE

2.5 Facilitate the Operationalization of Laws, Policies and Practices that Counter Ethnic, Race and Religious Tensions.

Providing an enabling environment within which to bring policies, laws and practices into full effect remains a major factor if peaceful and harmonious coexistence are to be present. This necessarily dictates the need to constantly monitor the scope and extent to which violations are present. A key aspect of this includes thorough monitoring of hate speech and negative stereotyping which remain major threats to peaceful co-existence of citizens of different ethnicities.

To provide a supportive and stable administrative and legal framework that promotes the mutually reinforcing relationship between democracy, development and all human rights and fundamental freedoms, the Commission carried out the following activities:

1. Outlawing Hate Speech and Discrimination

NCIC has the mandate to receive and process the following complaints: Discrimination by way of victimization, ethnic discrimination, harassment on the basis of ethnicity, discrimination in employment, discrimination in the membership of organizations, discrimination by other agencies, discrimination in access to and distribution of public resources, discrimination in

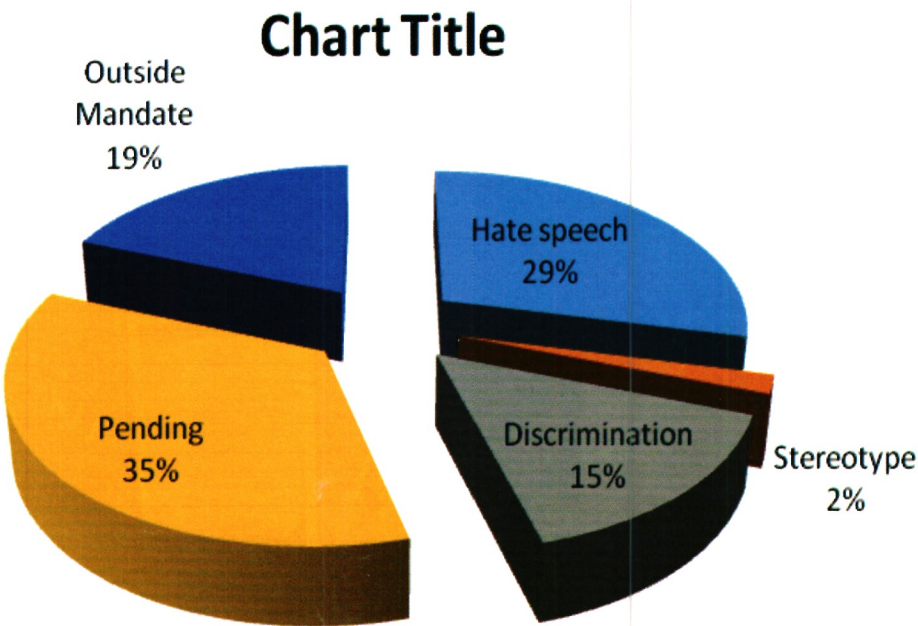
property ownership, management and disposal, and hate speech. The NCI Act gives the Commission powers to investigate on it's on accord or upon receipt of a written complaint from individuals or institutions on any issues and/or factors that are likely or that may affect negatively racial and ethnic relations. The Commission has the mandate to make recommendations to the Director of Public Prosecutions (DPP), Attorney General or any other relevant government department or authority on remedial measures to be taken where such complaints are valid.

The Commission received numerous complaints ranging from hate speech, ethnic, racial and religious discrimination to complaints which do not fall within its mandate. In execution of its mandate, the summons were issued to several persons including senior politicians to respond to the complaints levelled against them. The complaints received were processed, a number were filed in court and are still proceeding while in some cases, cessation notices were issued against the respondents. Complaints that fall outside the mandate of NCIC were referred to the relevant government agencies and departments for their necessary action.

The following complaints were lodged with the Commission between June 2011 and June 2012.

No.	Nature of Complaint	Number of cases	Resolved	Pending
1.	Hate speech	76	12	64
2.	Ethnic, racial and religious discrimination	40	11	29
3.	Stereo types	5	5	
4.	Outside mandate	50	50	Referred
	Total	171	78	93

Analysis for Complaints



In order to effectively discharge its' mandate and strengthen its capacity to process complaints, the Commission has set up a tripartite committee which is composed of officers from the Commission, officers from the office of the DPP and officers from the Criminal Investigations Department. The tripartite committee meets regularly to discuss cases on hate speech and advice on the way forward. The formation of the Committee was informed by the need to ensure that the two institutions of the CID and the DPP work in harmony with the Commission to promote cohesion and integration. The partnership provides an opportunity for the Commission to benefit from the experience and expertise of the two departments in furthering its mandate, creates avenues for consultation and information sharing, and strengthens the appreciation of the roles played by the three actors in complementing each other.

2. Developing of a Framework and Checklist for Incorporating National Cohesion and Integration Principles into Kenya's Laws and Policies

In order to make a transformation to positive ethnic and race relations necessary for a stable nation, it is important that the national cohesion and integration principles are included in all laws and policies [particularly the principles of non-discrimination and equality. This underscores the need for a framework for ensuring that all laws being enacted and all policies being made include principles of national cohesion and integration.

To effectively discharge its mandate, the Commission has developed a framework which is meant to interrogate the existing laws and new pieces of legislation that are being passed by parliament to make sure that the principles of national cohesion and integration are infused into laws. Particularly, those principles that give effect to non-discrimination and equality requirements of Constitution of Kenya 2010 and National Cohesion and Integration Act, 2008. The framework though primarily targeted for NCIC use can also be used by practitioners in governments, academic institutions, development agencies and civil society.

The framework and checklist for incorporating national cohesion and integration principles into Kenya's laws and policies therefore:

- i. Outlines the legal basis supporting national cohesion and integration principles, particularly principles that give effect to non-discrimination and equality.
- ii. Elaborates on the doctrine of non-discrimination on which the requirements of national cohesion and integration are based.
- iii. Defines "cohesion", "integration", "equality", "non-discrimination", "equity" and "diversity"; as well as other relevant terms in line with the National Policy on Cohesion and Integration.
- iv. Supports and ensures the crafting of legislation and policies that include/ do not undermine the national cohesion and integration principles, particularly principles that give

effect to non-discrimination and equality.

- v. Identifies obligations for responsive laws and policies with regard to the national cohesion and integration principles, which obligations can be used to initiate recommendations for strengthening relevant laws and policies.

3. Development of Conciliation Rules and Guidelines

The National Cohesion and Integration Commission has the mandate to promote the elimination of all forms of discrimination on the basis of ethnicity or race; and promote arbitration, conciliation, mediation and similar forms of dispute resolution mechanisms in order to secure and enhance ethnic and racial harmony and peace. In line with this mandate, several provisions of the NCI Act, 2008 encourage the use of conciliation in securing and enhancing ethnic and racial harmony and peace. Among the provisions in the NCI Act which encourage the use of conciliation include the following:

- i. Sec 49 (1): If the Commission considers it reasonably possible that a complaint may be conciliated successfully, the Commission shall refer the complaint to the Secretary.
- ii. Sec 51: The Commission shall make all reasonable endeavours to conciliate a complaint referred to it under section 49 and may, by written notice, require any person to
 - a) Appear before the Commission for the purpose of discussing

the subject matter of the complaint; or

- b) Produce any documents specified in the notice.
- iii. Sec 52: If, following conciliation, the parties to the complaint reach agreement with respect to the subject matter of the complaint, the Secretary shall record the agreement and the parties shall be bound to comply with such agreement as if it were an order of the Commission.
- iv. Sec 61: (1) The Commission shall conduct an investigation under this Part in the same manner, as nearly as practicable, as if it were a complaint.

(2) If the Commission, after investigation, is satisfied that a person has contravened a provision of Part III, the Commission shall make all reasonable endeavours to conciliate the matter.

As required by these provisions of NCI Act, 2008 and in line with the spirit of Article 159 of the Kenyan constitution 2010, the Commission developed conciliation rules and guidelines in order to set a frame work in order to operationalise the above stated provisions of the NCI Act.

The conciliation rules and guidelines provide the following:

- i. Basic qualification for appointment as conciliator
- ii. A code of conduct and ethnics
- iii. Defining the role of conciliator
- iv. Immunities of the conciliator
- v. The rules of engagement (disclosure

of information and co-operation of parties)

- vi. Procedure for terminating conciliation proceedings
- vii. Format for drafting settlement agreement

4. Development of Guidelines for Undesirable Political Bulk SMSs Content Via Cellular Mobile Networks

Technological advancement has always posed a challenge to the fight against crime and this has not been limited to traditional offences only. The offence of hate speech has been perpetrated through sending of undesirable SMS using cellular mobile networks. Currently the mobile network service providers have a national reach with a client base of over five million subscribers, hence providing a very large base for spreading hateful content via SMS at the click of a button.

It is against this background that the Commission in collaboration with Communications Commission of Kenya (CCK) and other stakeholders in the industry established a consultative group chaired by NCIC to develop a regulatory framework that shall govern the transmission and/or prevention of undesirable bulk political content over electronic communication networks. The guidelines are meant to curb and reduce incidences of hate speech in SMS hence creating a conducive environment for peace to thrive and discourage would be perpetrators of hate from engaging in propagating inciting language through regulation.

5. Training of Journalists

Hate speech in Kenya, was brought into the lime light through the media during the 2005 constitutional referendum and again following the 2008 near breakdown of national law and order. The NCIC, coming into office shortly before the 2010 constitutional referendum, laid emphasis on monitoring of hate speech in the media. In view of the foregoing, the Commission in partnership with Media Council of Kenya and HakiYetu have organized sensitization workshops for Media practitioners and owners with keen interest on vernacular radio stationers and regional publications.

6. Bloggers Training Workshop

While online blogging, news production and dissemination have enormous opportunities in educating Kenyans and cementing peaceful co-existence, it can have a negative impact if not checked. Kenyans have increasingly engaged in social media and reports indicate that engagement in social media is growing to such a large extent that even main stream media at times pick up breaking stories from conversations in social media and indeed assess response to news by reactions on these platforms. The Commission has noted numerous instances where blogging has been used negatively with the intention of creating or inciting feelings of contempt, hatred and hostility on the basis of ethnicity and race which are likely to undermine the peaceful co-existence among communities in Kenya.

The thin line between free expression and hate speech more so in social media which crosses borders and brings into play different and at times conflicting regulatory provisions poses a real challenge to enforcers of hate speech laws. In this relatively grey area, sensitization of those who engage the field, on its potential as well as the risk it poses to sustained peace and harmony is required. It is against this background that the Commission organized a workshop for known bloggers to sensitize them on the law on hate speech and how hate speech undermines national cohesion.

The main goals of the workshop were to reduce hate speech by bloggers, to enhance professionalism and adherence to the best practices in journalism by citizens / journalists in Kenya, counter the need for constant monitoring of the blogs and social media and to create a platform for a positive dialogue on issues of ethnicity and discrimination.

7. Capacity Building of Stakeholders on the NCI Act.

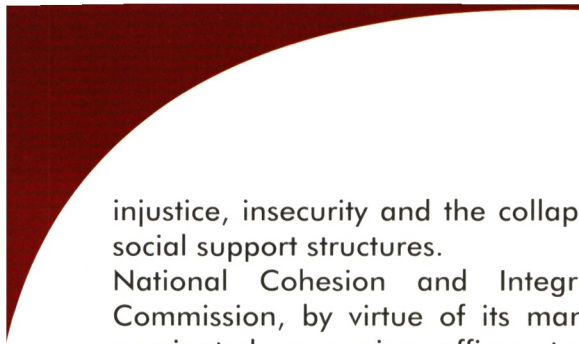
The Commission provided capacity building initiatives that involved the training to NCIC staff, police investigators, and prosecutors from Department of Public Prosecution, Administrative personnel, political aspirants, journalists, media and community elders on the NCI Act. The main purpose of these capacity building initiatives was to raise awareness on the dangers of hate speech and inflammatory language, potential consequences and all existing legal and

administrative frameworks applicable. The workshop provided an avenue for the Commission to build consensus and commitment by the various stakeholders on how to proactively address deterrence to national cohesion and integration.

8. Development of the National Values of Kenya Policy, 2011

The promulgation of the Constitution on 27th of August 2010 marked the start of far reaching changes in Kenya. Besides the new devolved governance structure and the attention to human rights, the Constitution also provided for national values and principles of governance. A nation's values define a people's identity, including who they are, what they believe in, what they stand for and how others perceive and view them. Values are fundamental beliefs of a nation guiding the actions and behaviour of its citizen and exerting influence on the way the citizens relate with each other and serve and engage with other communities. They are regarded as the most important principles in guiding citizenship by fostering the virtuous growth of the citizen and the achievement of the common good.

The Minister for Justice, Cohesion and Constitutional Affairs formed a task force to explore measures to fully operationalize the national values and principles of governance in 2011. The policy is a transformational document, allowing our nation to benefit from the power of value-driven actions of all citizens that cumulatively enable us to overcome corruption, impunity, poor governance, weak patriotism, social



injustice, insecurity and the collapse of social support structures.

National Cohesion and Integration Commission, by virtue of its mandate nominated a senior officer to the taskforce and thus played a significant role in the process. This policy provides a significant framework for the promotion of a cohesive country.

9. Development of the National Cohesion and Integration (NCI) Policy

The need for a policy to enhance national cohesion and integration that resonates with all other national efforts towards the same course is crucial for Kenya. It is against this background that the Commission in conjunction with the Department of National Cohesion in the Ministry of Justice, National Cohesion and Constitutional Affairs developed the National Cohesion and Integration Policy using stakeholder participation

and consultation. The development of this policy was a consultative process involving a team of experts and representatives from relevant government ministries, department and agencies. Inputs and formal submissions from the public and a wide range of stakeholders were sought and received through written memoranda from individuals and institutions, and consultative regional meetings.

The aim of the NCI policy is to ensure that Kenya becomes an equitable society that is politically, economically and socially cohesive and integrated – where the citizens have a shared vision and sense of belonging while appreciating diversity. The policy is expected to enhance the consistency and efficiency with which the government and other stakeholders design and implement appropriate interventions aimed at promoting national cohesion and integration.

THEMATIC AREA SIX

2.6 Institutional Strengthening

The Commission acknowledges that human resource is key to achieving its mandate. To further enhance the Commission's capacity to deliver; a competent, enlightened and motivated staff remains a key priority. The efficiency of NCIC depends on the quality of employees it engages. It is the policy of NCIC therefore to attract, recruit and retain candidates qualified in terms of academic and professional qualification with the right competencies, skills, attitudes, experience and who can be trained for effective work performance to achieve NCIC objectives.

During the period under review, the NCIC undertook the following activities meant to strengthen the institutional capacity of the Commission:

1. Staff Recruitment

In the financial year 2010 / 2011 the Commission had recruited the first group of its permanent staff totalling thirty two (32). In the subsequent financial

period further recruitments were to be conducted to fill in gaps, both technical and non-technical to further strengthen the human resource capacity to achieve its deliverables. Though operating at about 60% of its proposed establishment due to budgetary constraints, the Commission had a team engaged in a number of programs and activities as directed by the strategic plan and geared towards its mandate.

2. Capacity building.

With the NCIC staff having been inducted and molded to operate as a team through a team building exercise; a number of staff trainings were conducted to improve on their skills. These trainings were on their different professional capacities through Continuous Professional Education (C.P.E) and in Monitoring and Evaluation (M&E) as most of the activities are geared to specific programs which subsequently hinge on the strategic plan.



A section of NCIC staff

3. Office re-location.

In an effort to support its growth, the Commission acquired new office space and eventually relocated from Delta House, Waiyaki way in Westland's to KMA plaza, Mara road in Upper

Hill. The new location which is easily accessible to the public not only provides adequate working space to ensure that the increasing number of staff is well accommodated, but also a good working environment that positively impacts on morale and satisfaction of staff.



Members of staff at the NCIC office reception at KMA plaza, Mara road in Upper Hill

4. Financial Reporting, Procedures and Systems Setup

As per the requirements of the NCI Act, Section 39; the Commission prepared its books of accounts and submitted them to the Kenya National Audit

office within the prescribed timelines. During the same period, in an effort to improve the operational systems, the Commission installed financial and procurement computer programs to enhance the efficiency in its procedures and internal controls.

Challenges and Recommendations

3.1 Challenges

For the effective and efficient delivery of services and the achievement of its mandate, the Commission requires a conducive working and operational environment. Key challenges include:-

1. Absence of field / regional Offices

The Commission currently executes its mandate from its headquarters in Nairobi. It reaches the grassroots level through the various stakeholders with quasi structures at the districts and county levels. Lack of representation of the Commission at the regional levels in the entire country and more especially in the areas that are prone to conflict hinders effective promotion of cohesion and integration. This challenge is due to a number of constraints including limited staff, lack of adequate funds and material resources. With the advent of a new governance structure established by the current Constitution, public Institutions are destined to deploy their staff to county governments. It is imperative therefore that the Commission should equally recruit and deploy officers to the regional levels to manage the national cohesion and integration mandate in the said jurisdictions.

2. Lack of optimal funding

Almost all the cohesion programmes and activities undertaken by the Commission embrace a direct approach strategy. This strategy requires the full and direct participation of individuals and communities as it offers better results in terms of outcomes and impact. However, the approach is often expensive. As a result of a multiplicity of these programmes, the Commission has faced huge financial constraints in their implementation and has most of the times been forced to only roll its programmes in certain areas. This has limited the efforts of the Commission to carry-out programmes at a nationwide level as mandated.

3. Inadequate legal and policy environment

This has hampered leadership from NCIC and delayed streamlining of the NCI Act in most public and private sectors to reflect the spirit found in the Constitution of Kenya with respect to the Bill of Rights, devolved governance and national values. These three areas are crucial to the actualization of the objectives of the Commission as the national and counties' public institution

have the mandate to ensure that the Bill of Rights is realized through provision of relevant services non-discriminatorily.

4. Narrow understanding of the Commission's Mandate

The general public have limited understanding of the Commission's mandate as can be seen from the large number of complaints filed with the Commission that does not fall within its statutory mandate. Efforts by the Commission to rectify this have been hampered by limited reach of the Commission, owing to limited resources for sustained civic education and publicity. The Commission has suffered from a selective branding perception of only one of its function, resulting to it being given the "hate speech" label.

5. Limited referral mechanisms for Commission's recommendations:

The Commission has undertaken several research projects, conducted a number of audits and issued numerous advisories. Apart from engaging in processes that assured implementation of decisions that discouraged discrimination and marginalization to build citizen goodwill, the NCIC has suffered from the absence of a comprehensive referral mechanism that would have allowed easier handling of issues that are not covered by the mandate of the NCI Act.

6. Hate speech in the social media

The media plays a crucial role in shaping conceptions of reality hence contribute in one way or another to the

achievement of harmony and peaceful co-existence and/or lack of it. Kenyans are increasingly engaging in social media. The Commission has noted numerous instances where blogging has been used negatively with the intention to create or incite feeling of contempt, hatred and hostility on the basis of ethnicity and race, which are likely to undermine the peaceful co-existence among communities in Kenya. The propagation of hate speech more so in social media which crosses borders and brings into play different and at times conflicting regulatory provisions poses a real challenge to enforcers of hate speech laws.

7. Deeply entrenched Negative Ethnicity

Cultural attitudes and socialization of the Kenyan society have changed little in the post-independence period. Kenyans still maintain deep-rooted loyalties to their ethnic identities and this still influences economic, social and political organization and expression. This has led to ethnicization of politics and employment, and associated negative sentiments. The current ethnic tensions and conflicts in Kenya are the fodder for future violent conflicts and without studying, understanding and addressing the root causes of the conflicts there is every possibility that violent ethnic conflict may recur on a larger and deadlier scale.

8. Absence of a Common National Identity and Emergency of New Identities.

National identity is a person's sense of belonging to the state or nation. It is a feeling that one shares with a group of people regardless of their citizenship status. This sense of belonging plays a very critical role in uniting fellow country men and women while at the same time appreciating diversity. The positive expression of one's national identity is patriotism which fosters national unity. As a country, Kenya lacks a common national identity. In addition to this, the country still faces a challenge of what can be referred to as emerging identities based on different situations and circumstances. These emerging identities may have a negative effect on national unity.

3.2 Recommendations

The above mentioned challenges can be addressed through the following measures:-

1. Establishment of Field / County Offices

The new constitutional dispensation requires the public Institutions to devolve its functions to county levels. In this regard, it is imperative that the Commission should devolve its functions in the county jurisdictions. Therefore, there is a need for the Commission to be restructured and devolved to the regional level in order to effectively and efficiently fast-track its mandate. With the restructuring and the devolution

of its functions, the Commission can effectively execute its mandate throughout the country by coordinating and impacting the same at lower levels.

2. Increased funding to the Commission

To enable the Commission to successfully develop effective strategies for enhancing ethnic relations and national cohesion, and implementation of peace, national cohesion and reconciliation programmes; there is need to avail adequate funds. More funding would allow NCIC to fully undertake its programmes on a national and county level scale with less constraints. With increased financial allocation in the relevant areas of budgeting it would be possible to deal with the issues of technical trainings, technological advancement, communication and devolving to counties. The Commission requires sufficient human, material and financial resources to enable it carry out its mandate. The availability of adequate funds is intricately connected to the Commission's ability to effectively mitigate the possible outbreak of violence as well as support its programmatic work. There is need for continued support of funds to have a financially stable and fully capacitated Secretariat to support its activities.

3. Establishment of adequate legal and policy operational environment

- i. The Commission was established as a response to the post-election violence in 2008. Since then, the country has undergone

numerous changes in legislation especially with the promulgation of the Constitution of Kenya, 2010. There is need therefore to review the NCI Act and align it with the Constitution. For the NCI Act to be a more effective tool for promoting national cohesion and integration; there are a number of issues that need to be addressed. These include: (i) the need to review the Act to recognise and/or encompass other actors/institutions in national cohesion and integration processes, so as to maximise on synergies; (ii) the need to review, re-align or rationalise institutions that are likely to overlap in their mandate to avoid duplication of ; (iii) need to extend the physical presence of the institutions to local levels for effective monitoring system; and (iv) the need to update the Act based on the provisions of the Constitution.

- ii. The Commission in conjunction with the Ministry of Justice, National Cohesion and Constitutional Affairs developed the National Cohesion and Integration (NCI) Policy. The development of this policy was aimed at mainstreaming national Cohesion and integration in relevant government ministries, department and agencies. The policy was expected to enhance the consistency and efficiency with which the government and other stakeholders designed

and implemented appropriate interventions aimed at promoting national cohesion and integration. Having been approved by Cabinet, there is need for this policy to be adopted by Parliament as a sessional paper and its contents fully implemented.

- iii. There is need to establish a comprehensive referral mechanism that would allow easy handing over of issues that are not covered by the mandate of NCI Act to other institutions and put in place measures to monitor the referral processes to their successful conclusion. This will ensure that the recommendations and advisories issued by the Commission are implemented to the letter; and the necessary feedback is relayed back to the Commission.

4. Rebranding the National Cohesion and Integration Commission

Though the Commission has engaged in programs and activities in the promotion of its mandate since inception, the lack of a brand has caused the general public to selectively perceive the commission as a "hate speech commission", ignoring other major tasks that it has been engaged in. The Commission therefore requires all the necessary publicity and visibility as it undertakes its mandate. Such publicity will enable the members of the public to be able to appreciate the



work of the NCIC. Through rebranding, it will be able to inject into the public a fresh perception on its mandate.

With the increasing number of Commissions in the country and the inevitability of overlapping mandates, there is need to profile the Commission to an extent that the public can be able to distinguish NCIC from the other commissions. In addition, the Commission has over the days increased its visibility in the country but lacks a signature in the republic due to the numerous messages passed. There is need therefore to have a brand that stands out and clearly projects its object and mandate. The rebranding should enable members of the public to vividly conceptualize the work NCIC does.

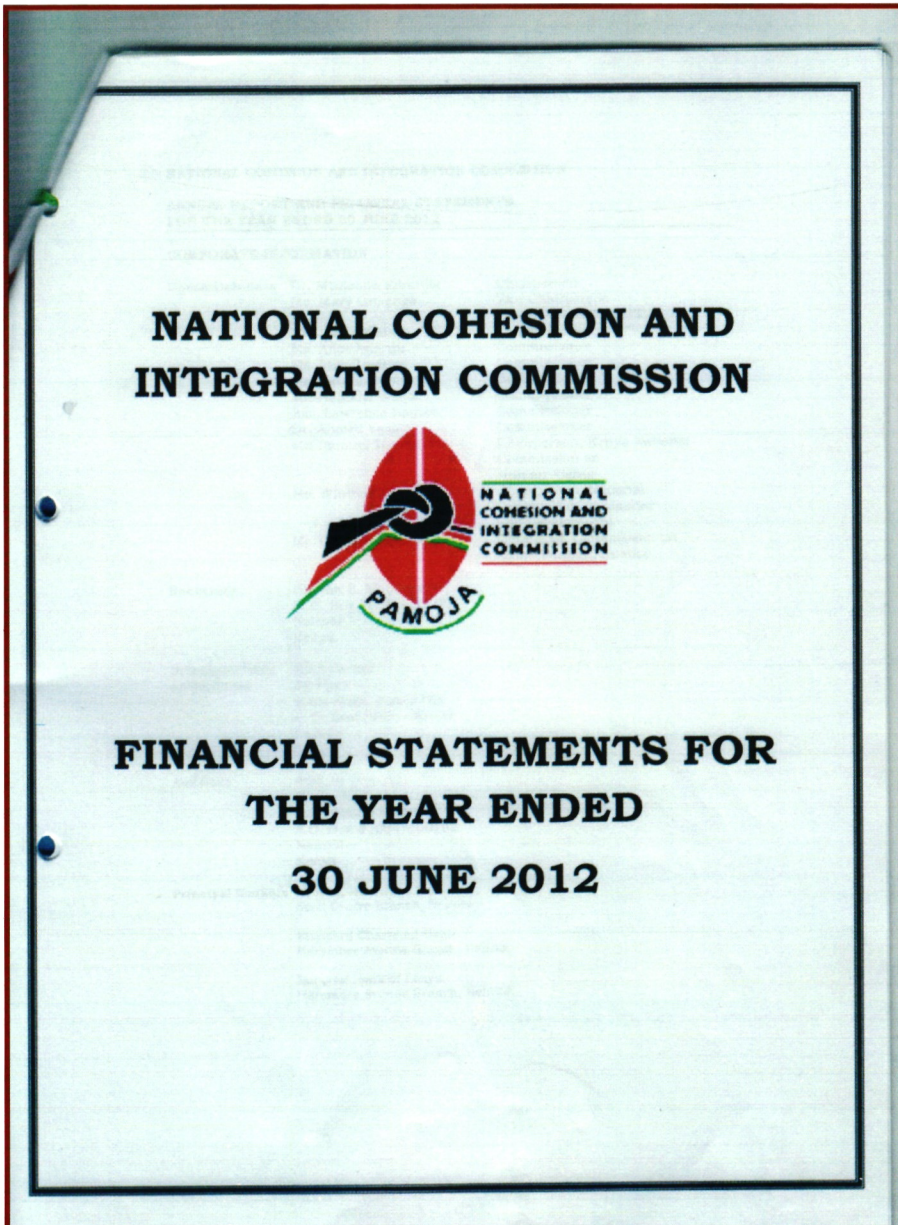
5. Engaging in intense Capacity Building and Civic Education on National Cohesion and Integration at both the national and county level

- i. The NCIC seeks to mainstream national cohesion and integration in all the country's development policies and strategies through capacity building to both the national and county government institutions - such as the Executive, Judiciary and Legislature - for enhancing peaceful coexistence in the counties. The role of leadership, and particularly transformative leadership, will be indispensable in enhancing national cohesion within the national and devolved system of governance.
- ii. There is need to establish effective national conflict prevention, management and reconciliation mechanisms. The NCIC, in collaboration with other stakeholders, needs to strengthen reconciliation initiatives by strengthening the peace and cohesion committees at County and Sub county levels; Create conflict monitoring systems; and strengthen the Alternative Dispute Resolution (ADR) mechanisms and practices, such as use of the institution of community elders to augment conflict management processes; The Commission intends to instill conflict management and reconciliation ethos among citizens; and conduct peace education with groups of influential opinion shapers in conflict environments, aimed at discouraging the use of force in solving disputes.
- iii. There is need for the promotion of national identity and nationhood by the Commission. This is because Kenya's rich diversity, to a large extent, has not been effectively managed to foster peace, national cohesion and integration. In order to promote identities that foster peaceful coexistence and a sense of common belonging in the county, the NCIC will stimulate conversation and discussion on what constitutes County and National Identities;

identify common values that are upheld across counties which promote peace and unity both at the county and national level; and sensitise all stakeholders (including individuals, teachers, religious leaders, the media) on the importance of national values. The Commission intends to identify and use role models

in promoting peace and /or national values; recognise, reward and memorialise values champions to foster peace and unity both at the county and national level; and develop and implement a rewards system for espousal of national values at various levels of society.

Financial Statements for the Year Ending 30th June 2012



NATIONAL COHESION AND INTEGRATION COMMISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

CORPORATE INFORMATION

Commissioners	Dr. Mzalendo Kibunjia	Chairperson
	Ms. Mary Onyango	Vice Chairperson (Up to 30 March 2012)
	Mrs. Jane Kiano	Commissioner
	Ms. Alice Nderitu	Commissioner
	Ms. Milly Lwanga	Commissioner
	Ms. Fatuma Mohamed	Commissioner
	Mr. Halakhe Waqo	Commissioner
	Rev. Lawrence Bomett	Commissioner
	Dr. Ahmed Yassin	Commissioner
	Mr. Samuel Tororei	Chairperson, Kenya National Commission on Human Rights
	Ms. Winfred Lichuma	Chairperson, National Commission on Gender and Development
	Mr. Otiende Amollo	Chairman, Commission on Administration Justice
Secretary	Hassan S. Mohamed P. O. Box 7055 – 00100 Nairobi Kenya.	
Principal Place of Business	KMA Centre 6 th Floor Mara Road, Upper Hill P. O. Box 7055 – 00100 Nairobi Kenya.	
Auditors	Auditor General Kenya National Audit Office Anniversary Towers P.O. Box 30084 – 00100 Nairobi Kenya	
Principal Bankers	Kenya Commercial Bank Sarit Centre Branch, Nairobi Standard Chartered Bank Harambee Avenue Branch, Nairobi National Bank of Kenya Harambee Avenue Branch, Nairobi	

NATIONAL COHESION AND INTEGRATION COMMISSION

REPORT OF THE SECRETARY

The Secretary presents the report together with the financial statements for the year ended 30 June 2012, which disclose the state of affairs of the Commission.

Incorporation

The Commission is a statutory body established under the National Cohesion and Integration Act (Act No. 12 of 2008), and is domiciled in Kenya.

Principal Activities

The object and purpose for which the Commission is established is to facilitate and promote equality of opportunity, good relations, harmony and peaceful co-existence between persons of different ethnic and racial communities of Kenya, and to advise the Government on all aspects thereof.

Results for the Year

The results of the year are set out on page 4.

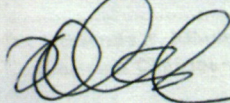
Commissioners

The Commissioners who held office during the year are set out on page 1.

Auditors

The Auditors of the Commission for the year ended is the Auditor General in line with the Public Audit Act, 2003 and the National Cohesion and Integration Act, 2008. The Auditor of the Commission continues to be the Auditor General.

On Behalf of the Commission



Hassan Sheikh Mohamed, OGW
Secretary/Chief Executive Officer

22nd April2013

NATIONAL COHESION AND INTEGRATION COMMISSION

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

CORPORATE INFORMATION

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NATIONAL COHESION AND INTEGRATION COMMISSION

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On Behalf of the Commission



Hassan Sheikh Mohamed, OGW
Secretary/Chief Executive Officer

22nd April2013

NATIONAL COHESION AND INTEGRATION COMMISSION

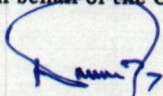
STATEMENT OF COMMISSION RESPONSIBILITIES

The National Cohesion and Integration Act requires the Commission to cause to be prepared financial statements for each financial year that give a true and fair view of the state of affairs of the Commission as at the end of the financial year and of its operating results for that year. The Commission is also responsible for keeping proper accounting records which disclose, with reasonable accuracy, the financial position of the Commission in addition to safeguarding the assets of the Commission.

The Commission accepts responsibility for the financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgments and estimates, in conformity with International Financial Reporting standards and the requirements of the Public Audit Act, 2003. The Commission is of the opinion that the financial statements give a true and fair view of the state of the financial affairs of the Commission as at 30 June 2012 and of its operating results for the year then ended. The Commission further accepts responsibility for the maintenance for accounting records which have been relied upon in the preparation of the financial statements, as well as on the adequacy of the systems of internal financial controls.

Nothing has come to the attention of the Commission to indicate that it will not remain a going concern for at least the next twelve months from the date of this statement.

Signed on behalf of the Commission by:



.....
Dr. Mzalendo N. Kibunjia, EBS
Commission Chairman

22nd April2013

NATIONAL COHESION AND INTEGRATION COMMISSION

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2012**

		2012	2011
INCOME	Notes	Kshs	Kshs
Government of Kenya (GOK) Grants	2	235,000,000	147,760,100
Development Partner / Donor Support	3	92,952,156	16,327,340
Other Operating Income		-	669,000
Total Income		327,952,156	164,756,440
EXPENDITURE			
Administrative Expenses	4	80,010,435	38,441,411
Operating and Maintenance Expenses	5	93,643,867	47,781,526
Program / Project costs	6	68,867,027	-
Audit fees	7	1,044,000	-
Finance costs	8	17,064	10,213
Depreciation	9	19,881,557	11,504,330
Total Expenditure		263,463,951	97,737,479
Surplus / deficit for the year		64,488,205	67,018,961

NATIONAL COHESION AND INTEGRATION COMMISSION

**STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2012**

	Notes	2012 Kshs	2011 Kshs
Assets			
Non current assets			
Property, plant & equipment	9	76,204,151	35,118,121
		<u>76,204,151</u>	<u>35,118,121</u>
Current assets			
Trade and other receivables	10	19,526,370	9,336,075
Cash and cash equivalents	11	50,997,946	32,985,200
		<u>70,524,315</u>	<u>42,321,275</u>
Total assets		<u>146,728,466</u>	<u>77,439,396</u>
Equity and liabilities			
Equity			
Capital fund		8,847,000	8,847,000
Accumulated fund		131,507,166	67,018,961
		<u>140,354,166</u>	<u>75,865,961</u>
Current liabilities			
Trade and other payables	12	6,374,300	1,573,435
Total equity and liabilities		<u>146,728,466</u>	<u>77,439,396</u>

The Financial Statements on pages 5 to 13 were approved on

22nd April 2013 and were signed on behalf of the Commission by:

Dr. Mzalendo N. Kibunjia, EBS
Commission Chairman

Hassan Sheikh Mohamed, OGW
Commission Secretary

NATIONAL COHESION AND INTEGRATION COMMISSION

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2012**

	Accumulated Fund Kshs	Capital Fund Kshs	Total Kshs
At 1st July 2010			
Accumulated Fund	-	-	-
Capital Fund	-	8,847,000	8,847,000
Net Profit for the Year	67,018,961	-	67,018,961
At 30th June 2011	<u>67,018,961</u>	<u>8,847,000</u>	<u>75,865,961</u>
At 1st July 2011			
Accumulated Fund	67,018,961	-	67,018,961
Capital Fund	-	8,847,000	8,847,000
Net Profit for the Year	64,488,205	-	64,488,205
At 30th June 2012	<u>131,507,166</u>	<u>8,847,000</u>	<u>140,354,166</u>

NATIONAL COHESION AND INTEGRATION COMMISSION

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 30 JUNE 2012

	2012	2011
	Kshs	Kshs
Surplus for the year	64,488,205	67,018,961
Adjustments for:		
Depreciation	<u>19,881,557</u>	<u>11,504,330</u>
Operating surplus before working capital changes	84,369,762	78,523,291
Decrease in trade and other receivables	(10,190,295)	(9,336,075)
Increase in trade and other payables	<u>4,800,865</u>	<u>1,573,435</u>
Cash generated from operating activities	78,980,332	70,760,650
Cashflows from investing activities		
Purchase of property, plant & equipment	<u>(60,967,588)</u>	<u>(37,775,450)</u>
Net cash flows used in investing activities	(60,967,588)	(37,775,450)
Net Increase / Decrease in cash and cash equivalents	18,012,745	32,985,201
Cash & cash equivalent at the beginning of the period	<u>32,985,201</u>	<u>-</u>
Cash & cash equivalents at the end of the period	<u>50,997,946</u>	<u>32,985,201</u>

NATIONAL COHESION AND INTEGRATION COMMISSION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2012

1. Accounting policies

The principal accounting policies adopted in the preparation of these financial statements are set out below:

a) Basis of preparation

The financial statements are prepared in compliance with International Financial Reporting Standards under the historical cost convention, and are presented in the functional currency, Kenya Shillings (Shs). The preparation of financial statements as per IFRS also requires the use of estimates and assumptions and for management to exercise its judgement in the process of applying the accounting policies adopted by the commission. Although such estimates and assumptions are based on the commission's best knowledge of the information available, actual results may differ from the estimates.

b) Revenue recognition

The revenue constitutes all funds accruing to the Commission in form of releases from the Ministry, funds from development partners and other income which could arise from sale of any tender documents and disposal of assets if any.

c) Property, Plant and Equipment

All categories of property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses. Subsequent costs are included in the asset's carrying value only when it is probable that future economic benefits associated with the item will flow to the Commission and the cost of the item can be measured reliably. Repairs and maintenance is charged to the profit and loss account in the year to which it relates.

Depreciation is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life using the following annual rates.

NATIONAL COHESION AND INTEGRATION COMMISSION

NOTES TO THE FINANCIAL STATEMENTS (Continued)

Property plant and equipment

	<u>Rate - %</u>
Motor vehicles	25
Furniture & Fittings	12.5
Computers, copiers & faxes	33.3

The assets' residual values and useful lives are reviewed and adjusted if appropriate, at each year end.

Property, plant and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognized for the amount. The recoverable amount is higher of an asset's fair value less costs to sell and value in use.

Gains and losses on disposal of property, plant and equipment are determined by reference to their carrying amount and are taken into account in determining operating profit.

d) Retirement Benefits Obligation

The Commission and the employees contribute to the National Social Security Fund, a national defined contribution scheme. Contributions are determined by local statute and the company's contributions are charged to the profit and loss account in the year to which they relate.

e) Taxation

The Commission, being a non-trading entity is not subject to taxation. No tax is therefore provided in these accounts.

f) Receivables

Receivables are recognized initially at fair value and are subsequently measured at amortised cost using the effective interest method.

A provision for impairment is recognized in the profit and loss account in the year when recovery of the amount due as per the original terms is considered doubtful. The provision is based on the difference between the carrying amount and the present value of the expected cash flows, discounted at the effective interest rate.

Receivables not collectable are written off against the related provision. Subsequent recoveries of amounts previously written off are credited to the profit and loss account in the year of recovery.

g) Cash and cash equivalents

Cash and cash equivalents include cash in hand, term and call deposits with banking institutions and other short-term highly liquid investments in money market instruments with maturities of three months or less from the date of acquisition net of bank overdrafts.

h) Comparatives

The commission has had financial statements prepared for the Financial year 2010 / 2011. This has formed the basis of comparison with slight adjustments especially the program / project grants and expenses as most of the projects were executed in this financial period yet some of the grants like the UN - women (UNDP) and Uwiano Platform had been received in the last financial period.

2. Government of Kenya grants (GOK) (Net)

	2012 Kshs	2011 Kshs
Authority to Incur Expenditure (AIE) net releases By Permanent Secretary, MOJNC&CA - Nairobi	<u>235,000,000</u>	<u>147,760,100</u>

3. Development Partner / Donor Support

	2012 Kshs	2011 Kshs
UNDP/UNWOMEN	640,526	7,119,090
Uwiano Platform	-	8,030,000
UNDP / SIDA	86,747,494	-
IJR / FBA	<u>5,564,136</u>	
	<u>92,952,156</u>	<u>16,327,340</u>

4. Administrative expenses

	2012 Kshs	2011 Kshs
Basic Salaries- Permanent Employees	43,377,830	8,230,022
Personal Allowance- Paid as part of Salary	16,237,538	18,658,650
Personal Allowance- Paid as Reimbursements	173,082	4,691,200
Employer contribution to NSSF	91,800	29,800
Utilities Supplies & Services	1,229,046	-
Hospitality Supplies	8,904,020	3,688,256
Insurance Costs	9,044,738	3,143,483
Increase in provision for bad debts	<u>952,382</u>	<u>-</u>
	<u>80,010,435</u>	<u>38,441,411</u>

NATIONAL COHESION AND INTEGRATION COMMISSION

NOTES TO THE FINANCIAL STATEMENTS (Continued)

5. Operating and Maintenance expenses

	2012	2011
	Kshs	Kshs
Communication, Supplies & Services	1,267,685	3,708,396
Domestic Travel and subsistence and other transportation costs	21,775,938	10,131,167
Foreign Travel and Subsistence and other transportation costs	25,533,125	6,698,660
Printing, Advertising and Information Supplies & Services	6,583,367	11,552,511
Rentals of Produced Assets	16,974,569	5,872,037
Training Expenses	2,721,340	178,630
Specialised Material and supplies	710,735	159,225
Office & General Supplies & Services	5,481,593	5,342,889
Fuel Oil & Lubricants	8,275,398	2,348,222
Other operating expenses	812,108	603,000
Routine Maintenance -Vehicles & other transportation equipment	3,373,147	312,187
Routine Maintenance -Other assets	134,863	60,040
Utilities		814,562
	<u>93,643,867</u>	<u>47,781,526</u>

6. Program Costs

	2012	2011
	Kshs	Kshs
UN women	7,049,372	-
Uwiano Platform	3,344,848	-
UNDP/ SIDA	<u>58,472,807</u>	-
	<u>68,867,027</u>	-

7. Audit Fees

	2012	2011
	Kshs	Kshs
Audit fees	<u>1,044,000</u>	-

8. Finance Costs

	2012	2011
	Kshs	Kshs
Bank Charges	<u>17,064</u>	<u>10,213</u>

NATIONAL COHESION AND INTEGRATION COMMISSION

NOTES TO THE FINANCIAL STATEMENTS (Continued)

9. Property Plant and Equipment

	Motor Vehicles Kshs	Furniture and Fittings Kshs	Computers, Copiers & Faxes Kshs	Total Kshs
Cost				
1 July 2010	-	-	-	-
Capital fund		4,487,500	4,359,500	8,847,000
Additions	36,695,650	201,000	878,800	37,775,450
30 June 2011	<u>36,695,650</u>	<u>4,688,500</u>	<u>5,238,300</u>	<u>46,622,450</u>
Depreciation				
1 July 2010	-	-	-	-
Charge for the year	9,173,913	586,063	1,744,354	11,504,330
30 June 2011	<u>9,173,913</u>	<u>586,063</u>	<u>1,744,354</u>	<u>11,504,330</u>
Net book value 30 June 2011	<u>27,521,737</u>	<u>4,102,437</u>	<u>3,493,946</u>	<u>35,118,120</u>
Cost				
1 July 2011	36,695,650	4,688,500	5,238,300	46,622,450
Additions	24,740,007	33,288,231	2,939,350	60,967,588
30 June 2012	<u>61,435,657</u>	<u>37,976,731</u>	<u>8,177,650</u>	<u>107,590,038</u>
Depreciation				
1 July 2011	9,173,913	586,063	1,744,354	11,504,330
Charge for the year	13,065,436	4,673,833	2,142,288	19,881,557
30 June 2012	<u>22,239,349</u>	<u>5,259,896</u>	<u>3,886,642</u>	<u>31,385,887</u>
Net book value 30 June 2012	<u>39,196,308</u>	<u>32,716,835</u>	<u>4,291,008</u>	<u>76,204,151</u>

During the current financial year the commission changed its principle place of business from Delta House Westlands to KMA Plaza in Upper Hill. This required office partitioning to be done which was finalized towards the end of June 2012. The partitioning works cost **Kshs 31,306,551** out of which 90% payment had been done of **Kshs 28,175,896** with the retention of 10% of the cost **Kshs 3,130,655** being held to be paid after three months.

This has been captured as Fittings and depreciated appropriately.

NB. The opening carrying value of Property, Plant and Equipment were brought forward from the last financial year.

NATIONAL COHESION AND INTEGRATION COMMISSION

NOTES TO THE FINANCIAL STATEMENTS (Continued)

10. Trade and Other Receivables

	2012	2011
	Kshs	Kshs
Rent KMA PLAZA	3,377,688	-
Deferred grant(UN Women)	640,526	-
Imprest debtors	14,008,156	5,102,575
Prepayment:Under Kenya Cultural Centre	1,500,000	-
SIDA Project officer	952,382	-
CMC Motors Advance payment	-	4,010,000
Deposits – Toyota Kenya Limited	-	100,000
Deposits – Safaricom Limited	-	48,500
Deposits – CMC Motors Group Limited	-	75,000
Provision for bad debts	<u>(952,382)</u>	<u>-</u>
	<u>19,526,370</u>	<u>9,336,075</u>

11. Cash and Cash Equivalents

The Commission's cash balances were as indicated by close of business on the 30 June 2012.

	2012	2011
	Kshs	Kshs
Cash at Bank – Kenya commercial Bank	27,773,959	23,100,114
Cash at Bank – National Bank of Kenya	23,153,585	-
Cash at Bank – Standard Chartered	24,382	9,691,440
Cash in Hand	<u>46,020</u>	<u>193,646</u>
	<u>50,997,946</u>	<u>32,985,200</u>

12. Trade and Other Payables

	2012	2011
	Kshs	Kshs
Belfast Engineering	3,130,655	-
Auditor General	1,044,000	-
Other creditors	<u>2,199,645</u>	<u>1,573,435</u>
	<u>6,374,300</u>	<u>1,573,435</u>

Profiles of NCIC Commissioners



Commissioner
Dr. Mzalendo N. Kibunjia,
PhD, EBS

Dr. Mzalendo N. Kibunjia is the Chairperson of the National Cohesion and Integration Commission in Kenya. He holds a PhD and MA in Anthropology from Rutgers, The State University, New Jersey USA and a BA in Archaeology & History from the University of Nairobi. He is a member of the Institute of Directors (IOD) Kenya, Board Member Tana and Athi River Development Authority (TARDA), Kenya Representative to UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions, Chairperson and member of International Council of Monuments and Sites (ICOMOS) Kenya. Dr. Kibunjia

was the Director, Sites & Monuments at the National Museums of Kenya and Team Leader and Consultant of the New Nairobi Museum and Athletics Kenya Museums respectively. He has rich experience in heritage, anthropology, language and was an external examiner in Kenyatta University, University of Nairobi, University of Dar es Salaam and Institute of African Studies. He has carried out several researches and has made various contributions in media production, publications, and presentations on various historical and anthropology issues. He was awarded Elder of Burning Spear in December 2010 for exemplary leadership.



The late Commissioner
Mary Onyango

The late Mary Onyango was the Vice-Chairperson of the National Cohesion and Integration Commission in Kenya. She held a Bachelor of Commerce (Accounting) degree from the University of Nairobi, an MBA (Finance) from Maastricht University in the Netherlands and a Masters in Public Health from Kenyatta University. With a career spanning over 25 years at Senior Management in the Public Sector, including

the Management Boards of several private and Government owned institutions; The late Onyango was member of the Institute of Certified Public Accountants of Kenya. Ms. Onyango was also extensively involved in public interest work; was a founder member and Executive Director of the Kenya Breast Health Programme and sat on the boards of several charities and civil society organizations in Kenya.



Commissioner
Dr. Ahmed Yassin, PhD

Commissioner Dr. Ahmed Yassin joined NCIC from the National Museums of Kenya where he served as a Director at the Research Institute of Swahili Studies of Eastern Africa (RISSEA) as well as Director Human Resources and Administration. Dr. Ahmed has been the Chairman of the Muslims Education and Development Agenda Network (MEDAN), Board Member Kenya Marine and Fisheries Institute (KEMFRI), and Secretary, National

Museums Education Trust (NMET). Dr. Yassin holds a PhD from School of Oriental and African Studies, University of London. His thesis was on Conflict and Conflict Resolution among the Swahili of Kenya. He has MA in Social Sciences/Development Administration from University of Birmingham UK and is a holder of Certified Public Secretaries (Kenya) Part Two. He has attended numerous project management courses.



Commissioner
Milly Lwanga Odongo

Commissioner Milly Lwanga Odongo is a Kenyan Lawyer with vast experience in International Human Rights Law. She was a member of the Task Force on Implementation of the Sexual Offences Act 2006, set up by the Attorney General to offer guidance in ensuring full implementation of the then new and progressive legislation that aimed to address sexual based gender violence. For thirteen years, Milly Lwanga has been actively involved in the protection of human rights, offering technical assistance to Civil

Society Organizations. She was involved in advocacy work as a Strategist and Trainer and conducted research on the status of implementation of the Sexual Offences Act. She conducted an audit of the capacity of the Judiciary to contribute to the development agenda, particularly under Vision 2030. She also worked as a Program Officer for Africa with the Raoul Wallenberg Institute of Human Rights Sweden (RWI), as well as with UNHCR before her appointment as a Commissioner.



Commissioner
Jane M. Kiano EBS.

Commissioner Jane M. Kiano was the Chairperson of the National Council of Women of Kenya, the Kenya Literature Bureau and Alliance Francaise, Kenya. She is also the Patron of the Maendeleo ya Wanawake Organization and Vice President of the Common Wealth League. She is also a Board member of Family Health Foundation of Kenya. Commissioner Kiano was for many years the chairperson of Maendeleo ya wanawake organisation. She has vast experience as a teacher.

She was awarded the Elder of the Burning Spear in 1979 as an outstanding woman leader, and the Golden Mercury International Award dubbed "Ad Personam for Productive Development and International Co-operation" in 1982 in Addis Ababa, Ethiopia. Commissioner Kiano was recognized as Kenya Woman of the Year, 1974. She has a passion for working with disadvantaged members of society and is a strong believer of gender equality.



Commissioner
Fatuma Mohamed

Commissioner Fatuma Mohamed holds a Masters and Bachelors degree in Gender and Development studies from University of Nairobi. Her career objective is to contribute to a safer Kenya through the improvement of governance structures that are gender sensitive.

Commissioner Fatuma was the first National Vice Chairperson of the National Council of Women of Kenya and the founder of Women Advancement Initiative, an NGO that spearheads the empow-

erment of marginalised women in education, business and politics and eradication of negative cultural practices in North Eastern Province. Commissioner Fatuma was instrumental in resolving several conflicts in Garissa and the rest of North Eastern Province as the Secretary of Garissa Women for Peace Initiative. The organisation was set up by local women in response to the gender consequences of community conflicts. She is also a successful business woman and banker.



Commissioner
Alice Nderitu

Commissioner Alice Nderitu is a Transitional Justice Fellow of the International Justice and Reconciliation Institute. She spearheads work on information, education and communication at the Commission.

Prior to joining NCIC, Commissioner Nderitu was the regional Director of Education of Fahamu, a UK registered charity with a head office in Oxford and a presence in South Africa, Brazil, Kenya and Senegal.

She headed a program that worked to build capacities by developing and delivering training courses in human rights and conflict prevention in collaboration with the University of Oxford, The United Nations University for Peace and the UN High Commissioner for Human Rights. Commissioner Nderitu was also one of the pioneer staff at the Kenya National Commission on Human Rights (KNCHR) as program head of Human Rights Education, where

she led the drafting of the first human rights education curriculum for public officers. Ms. Nderitu has also worked with the Prisons Department as Senior Superintendent of Prisons working as the personal assistant to the Commissioner of Prisons as well as human rights liaison officer.

Commissioner Alice Nderitu Nderitu has mediated in several community peace initiatives in Kenya, Zimbabwe and Ethiopia. She also worked in a program that integrated militia groups into mainstream society in Rwanda, and contributed to the review of education curriculums in South Africa to accommodate race, ethnic and social cohesion. She has trained doctors supporting health programs in

Somalia, Military and Law Enforcement Peace Keeping officers at the Rwanda Military Academy and the International Peace Support training college in Kenya on human rights and conflict prevention.

Commissioner Alice Nderitu is a guest lecturer at the University of Pretoria's Centre for Human Rights. Most recently, she has facilitated sessions at the John F. Kennedy School of Government at Harvard University on the impact of Kenya's Peace Accord on social cohesion. She holds degrees in the fields of Political Science and Peace and Conflict studies from the University of Nairobi, as well as diplomas in human resource management, human rights, and public communication.



Commissioner
Halakhe D. Waqo

Commissioner Halakhe D. Waqo is currently a Ph.D student in Conflict Studies at the University of Nairobi. He holds a Master of Art in Sociology and Conflict studies and B.Ed (Arts) degrees from University of Nairobi and Kenyatta University respectively. He has experience in international development and humanitarian work spanning over 20 years. He is an expert in peace building and conflict management, community mobilization, policy advocacy, pastoral development, fundraising human resource development and management. Com. Waqo served as a Global Coordinator, World Initiative for Sustainable Pastoralism (WISP/IUCN), International Conflict and Emergencies Advisor – Eastern Africa, with ActionAid International, Horn of Africa

Advisor for African Council for Religious Leaders, and Programme Coordinator for Kenya and Rwanda Programmes with Oxfam GB, among others. He also served as international representative of the Board of International Council for Voluntary Agencies (ICVA) – Geneva, Switzerland and on boards of a number of local and regional development organisations. He has undertaken a number of private consultancies including facilitating training on conflict sensitive programming for nongovernmental organizations responding to post election violence in Kenya and conducted civic education training. He is an innovative, team builder and a manager who is able to relate and create trust in all



Commissioner
Rev. Lawrence K. Bomett

Commissioner Rev. Lawrence K. Bomett has a Master of Divinity from Trinity Evangelical Divinity School – Illinois USA, a Bachelor of Theology from Ontario Bible College, Canada and a Diploma in Radio Programming and Presenting from Radio Worldwide Training Unit, UK. He is the Founder and Executive Director of Africans Reaching Africa Ministry USA, UK and

Africa. He was ordained as a Pastor of the Protestant Church where he has been serving since 1984, and served as the Senior Chaplain/ Lecturer of Egerton University from 1994 to 2004. He was nominated to the 'Who is Who' in American Universities and Colleges because of his participation and contribution to the welfare of the Seminary.



Commission Secretary
Hassan Sheikh Mohamed,
OGW

Mr. Hassan Mohamed has been the Commission Secretary since June 2010. He holds an MA in Economic and Social Studies (Development Administration and Management) from University of Manchester UK, Post Graduate Diploma in Public Administration and Management from Glasgow Caledonian University, UK; and Diploma in Range Management from Egerton University.

Mr. Hassan is a career Civil Servant who has served in various Government Ministries culminating in his promotion to the rank of Senior Deputy Secretary. He was awarded the Order of the Grand

Warrior of Kenya in 2009 for Peace building efforts whilst serving as the Co-ordinator of the National Steering Committee for Peace Building and Conflict Management in the Office of the President. In addition to the aforementioned, Mr. Hassan also received exposure in international peace while he was on secondment as a Special Envoy of IGAD to the Sudan Peace Process in 2009 - 2010. He has extensive knowledge in Government Financial Management, having served as a Budget Supply Officer in the Ministry of Finance in 1997 – 2006.

Ex-Officio Members

NCIC's ex-officio members include the Chairperson, Kenya National Commission on Human Rights, the Chairperson of the National Commission on Gender

and Equality and the Chairperson of Commission for the Administration of Justice.



Commissioner
Otiende Amollo

Mr. Otiende Amollo is the Chairperson of the Commission for the Administration of Justice. He served in the Committee of Experts on Constitutional Review and as the Chairman of the Kenya Section of the International Commission of Jurists (I.C.J.). He has also served as the Secretary

to the East African Law Society, joint Secretary to the Government of Kenya Implementation Committee on the Report of the Task Force on HIV and AIDS. He is the Sub-Editor to the East African Lawyer magazine and a board member to 'Kituo Cha Sheria' a legal advice center.



DR. SAMUEL K. TOROREI,
D.Phil-Human Eco; Msc.
HPF; B.Ed (Arts)

Dr. Samuel K. Tororei is the Ag. Chairman, Kenya National Commission on Human Rights. Prior to his appointment as a Commissioner to the KNCHR, he was a Lecturer at Moi University and the Lead Consultant with Empowerment Resources Development Centre (ERDC). Dr. Tororei is a Human Ecologist and a Health Economist with a D. Phil in

Human Ecology (Moi University), an Msc in Health Planning and Financing (London School of Economics). He has long and wide experience and expertise in disability and Non-Governmental work; University teaching at all levels and played the role of policy negotiation and dialogue in the Constitution of Kenya Review Process.

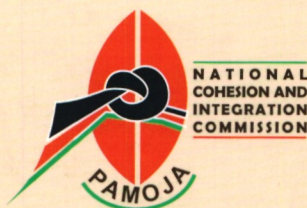


Com. Winfred Lichuma,
LLM, LLB

Com. Winfred Lichuma is the current Chairperson of The National Gender and Equality Commission (NGEC). Winfred is a lawyer of over 20 years standing. Previously she has served as a Commissioner at the Kenya National Commission on Human Rights and has been a legal adviser to the National Aids Control Council. She also has worked as a practising Advocate of the High Court of Kenya. She began

her career as a Magistrate of the High Court of Kenya, a position she held for ten years and served around the country, growing up the ranks to Senior Resident Magistrate. Winfred has a wide experience in gender mainstreaming and human rights promotions and programming.

One People
One Nation
One Destiny



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