



KENYA NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT

THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

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

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1.0 PREFACE

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

1.1 COMMITTEE MEMBERSHIP

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

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

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

1.2 COMMITTEE MANDATE

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

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

To study and review all the legislation referred to it;

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

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

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

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

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

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

1.3 COMMITTEE MEETINGS

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

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

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

(vi) Overall suitability for the position

(vii) Tax compliance

(viii) Integrity

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

1.4 ACKNOWLEDGEMENTS

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

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

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

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

Thank you.

SIGNED.....

Hon David Were, MP

(Chairperson)

DATE 26-02-2014

2.0 BACKGROUND

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3.1 MEMBERS OBSERVATIONS ON DR. FLORENCE NYOKABI WACHIRA

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

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

3.2 RESOLUTION

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

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

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

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

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

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

19. THAT Sources of Income

In 2013

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

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

Consultancy Fees Ksh. 348,000

In 2014 so far...

Consultancy fees Ksh. 118,000

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

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

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

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

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

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

4.1 MEMBERS OBSERVATIONS ON DR. ABDULLAHI ALAWY

The members made the following observations;

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

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

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

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

Section 10

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

Section 18

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

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

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

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

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

4.2 RESOLUTION

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

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

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

5.0 RECOMMENDATION

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

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

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

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

MEMBERS PRESENT

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

MEMBERS ABSENT

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

13.Hon Wesley Korir,M.P

MIN/DC/LSW/60/2014 PRELIMINARIES

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

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

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

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

Dr Florence Nyokabi Wachira informed the vetting panel as follows;

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



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

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

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

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

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

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

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

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

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

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

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

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

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

19. THAT Sources of Income

In 2013

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

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

Consultancy Fees Ksh. 348,000

In 2014 so far...

Consultancy fees Ksh. 118,000

20. THAT his Tax Compliant

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 10

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

Section 18

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

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

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

another country is entitled on application to regain Kenyan citizenship.

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

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

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

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

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

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

Confirmed

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

Hon David Were

Chairperson,

Departmental committee on Labour and Social Welfare

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

MEMBERS PRESENT

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

ABSENT WITH APOLOGY

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

MIN/DC/LSW/66/2014 PRELIMINARIES

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

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

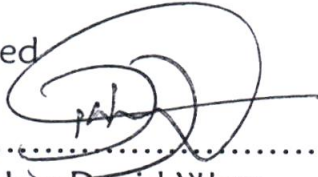
MIN/DC/LSW/67/2014 ADOPTION OF REPORT

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

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

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

Confirmed

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

Hon David Were
Chairperson,

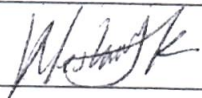
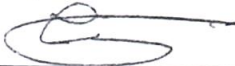
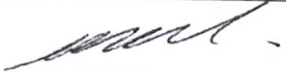
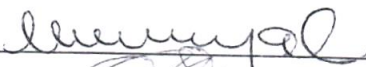
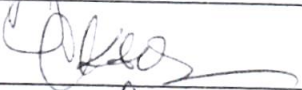
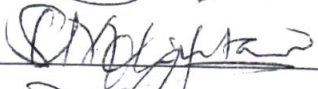
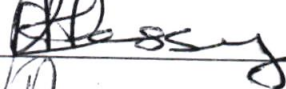
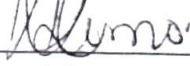
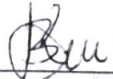
Departmental committee on Labour and Social Welfare

DEPARTMENTAL COMMITTEE - ON LABOUR AND SOCIAL WELFARE

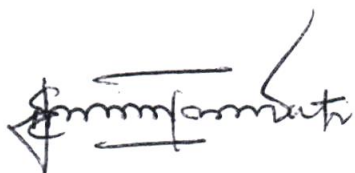
ATTENDANCE/PAYMENT SCHEDULE - (as per Minutes of the ...²¹...sitting of the Committee)

The Principal Accounts Controller
Kenya National Assembly

Please pay the following Members of the Committee their allowances for
...25.10.2014.....

NAME	SIGNATURE
Hon Wesley Karii	
Hon ELIJAH MUNDI	
JOHN OGUTU Omondi	
Hon David A. Were	
Hon. Jones Mbolwa	
Hon Tiyah Sabalo V/c	
Hon Samuel Kibet	
Hon Gladys Wange	
Hon Cornelius Seem	
HON JANET TETIAA	
Hon. Wangamati	
HON. JAMES O. KOYO	
HON. GEORGE MUCHA	
HON. MUSTAFA IDI	
HON JOHN B. SEROT	
HON. PERIS TOBIKO	
Hon. Rose Museo	
Hon Kinoti Gatobu Bonface	

HON. JOHN KOBADO	Kobado
HON. JAMES NAWGASO	Nc
Hon Kinnie Nyungu	_____
Hon. Elijah Lagat	Lagat
Hon Degrine Chanyora	Chanyora
Hon. Kinoti Gatibu Bonface	Bon



Erick Nyamathi
FOR: CLERK OF THE NATIONAL ASSEMBLY

ANNE

File.
Appointments.



D/Committees.

STATE HOUSE

P.O. Box 40530

NAIROBI, KENYA

6th February, 2014

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

NOMINEES FOR MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION

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

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

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

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

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


UHURU KENYATTA
PRESIDENT

Encl.

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

D/Lap
prepare
communication for
the speaker

CMA
11/2/14

YINX

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

14TH JUNE, 2013

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

1.0 Introduction

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

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

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

1.1 Vacant Positions

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

1.2 Advertisement of Positions

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

2.0 Applications

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

2.1 Shortlisting of Applicants for Interviews

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

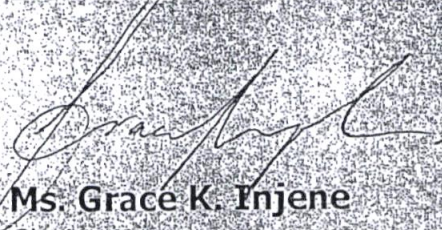
- (i) Minimum requirements as provided in law and the advertisement;
- (ii) Quality/relevance and level of experience;
- (iii) Regional and gender balance;
- (iv) Fair representation of Persons with disability; and
- (v) Youth representation.

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

2.2 Interviews and Ranking

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

2.3 A list of current Commissioners is attached.



Ms. Grace K. Injene

Chairperson

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

14th June, 2013

Encl.

SCORE SHEET

PANELIST												
NAME OF CANDIDATE	APSEA	OOP	NCPWD	SDDP	PSC	KEPSA	OAGDJ	TOTAL	AVERAGE SCORE(%)	RANK	GENDER	COUNTRY
1. Florence Nyokabi Wachira	77	75	75	63	71	77	71	438	73.0	1	F	Nyeri
2. Susan K. Mwangi	76	68	73	70	66	78	71	508	72.6	2	F	Meru
3. Dr. Charles Owuor-Olindah	82	56	74	70	74	72	79	507	72.4	3	M	Siaya
4. Cecilia Mbaka	70	70	73	80	71	62	67	493	70.4	4	F	Kisii
5. Edith Makandi	64	58	70	70	71	66	78	477	68.1	5	F	Meru
6. Abdillahi Alawy	65	62	73	69	68	59	63	459	65.6	6	M	Kwale
7. Violet Tsisiga Awori	67		59	60	65	64.5	58	373.5	62.3	7	F	Vihiga
8. Dr. Fuglieh Wako	66	55	58	63	60	67	60	427	61	8	M	Moyale
9. Silas Malemo Juma	63	57	73	61	58	55	58	425	60.7	9	M	Bungoma
10. Rhoda Malemba Lewa	56	53	58	63	64	48	68	410	58.6	10	F	Kilifi
11. Aden Noor Aden	50	53	58	65	64	42	49	381	54.4	11	M	Marsabit
12. Roselyn W. Mungei												
Did not attend the interview												

Did not attend the interview

PANEL MEMBERS

SIGNATURE

- Ms. Grace K. Injene, APSEA
- Mr. Kennedy W. Kihara, EBS, OOP
- Ms. Josephine O. Mukobe, NCPWD
- Mr. Rigga Mwakio, SDDP
- Mr. Peter M. H. Malina, PSC
- Ms. Felicity N. Bilu, KEPSA
- Ms. Emily Chweya, OAGDJ

(Signatures of Panel Members)

LIST OF CURRENT COMMISSIONERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION

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



(1)

1/11/14

REPUBLIC OF KENYA

ELEVENTH PARLIAMENT-(FIRST SESSION)

THE NATIONAL ASSEMBLY

MESSAGES

MESSAGE FROM THE PRESIDENT

(No. 01 of 2014)

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

Hon. Members,

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

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

Hon. Members,

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

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

Hon. Members,

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

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

Thank you!

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

February 11, 2014

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

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

SUBMISSION OF MEMORANDA

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

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

1. Florence Nyokabi Wachira
2. Abdullahi Alawy

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

Justin Bundi
Clerk of the National Assembly

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

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

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

VENUE - 4TH FLOOR CONTINENTAL HOUSE, PARLIAMENT BUILDINGS

	Nominee	Interview Time
1.	Florence Nyokabi Wachira	10.00 a.m.
2.	Abdullahi Alawy	11.00 a.m.

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

Justin Bundi
Clerk of the National Assembly

KEMSA

Kenya VISION 2030

KENYA MEDICAL SUPPLIES AUTHORITY (KEMSA)

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

INVITATION TO TENDER (ITT)

Open International Tender (OIT)

Global Fund HIV/AIDS Program, Grant: KEN-H-MOF

Date: 13/02/2014

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

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

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

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

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



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advertising@standardmedia.co.ke

THE **STANDARD**

Σ ΧΥΗΛΑ

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

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

SUBMISSION OF MEMORANDA

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Justin Bundi
Clerk of the National Assembly

REPUBLIC OF KENYA



NATIONAL ASSEMBLY

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

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

VENUE - 4TH FLOOR CONTINENTAL HOUSE, PARLIAMENT BUILDINGS

	Nominee	Interview Time
1.	Florence Nyokabi Wachira	10.00 a.m.
2.	Abdullahi Alawy	11.00 a.m.

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

Justin Bundi
Clerk of the National Assembly



Kenya VISION 2030

KENYA MEDICAL SUPPLIES AUTHORITY (KEMSA)

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

INVITATION TO TENDER (ITT)

Open International Tender (OIT)

Global Fund HIV/AIDS Program, Grant: KEN-H-MOF

Date: 13/02/2014

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

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

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

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

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



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right person for
the job ...?**

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or Email us at:
advertising@standardmedia.co.ke

THE **STANDARD**

ANNEX 4



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ETHICS AND ANTI-CORRUPTION COMMISSION

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

When replying please quote:

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

19th February 2014,

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

Dear Sir,

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

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

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

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

Yours faithfully


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

S/Committee

*pre deal
CMA 19/2/14*



ANNEX 6

165

HIGHER EDUCATION LOANS BOARD

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

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

HELB/RD/56593/POV/129

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

Dear *Justin.*

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

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

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

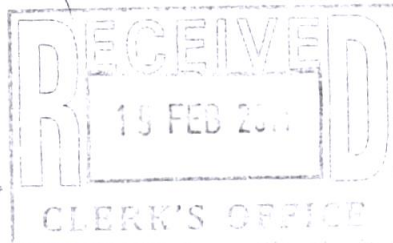
S/NO	NAME	ID NO.	STATUS
1	Florence Nyokabi Wachira	3491070	Cleared- Cert no.40844
2	Abdillahi Alawy	4628480	Non Beneficiary

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

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

Yours sincerely

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



19th February, 2014



ANNEX P

(Student Undergraduate Loan)

Printed : Wednesday February 19 2014 8:23 AM

No 3491070
 Names NDIRITU FLORENCE NYOKABI
 Admission C01/111/78
 mp. Ref 10000
 Employer TEACHERS SERVICE COMMISSION
 NO 131101

Unicode

NU

CERT NO 40844

Accrued Interest Date may-1990

Maturity 30th Jun,

1981

Interest rate %

2

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

Printed by NGETICHN

Checked by:

HIGHER EDUCATION LOANS BOARD
 P.O. BOX 23439, 00100
 NAIROBI
 19/2/2014

(Student Undergraduate Loan)

Printed : Wednesday February 19 2014 8:23 AM

No 3491070
 Names NDIRITU FLORENCE NYOKABI
 Admission C01/111/78 Uncode NU
 mp. Ref 10000
 Employer TEACHERS SERVICE COMMISSION
 NO 131101
 Accrued Interest Date may-1990 Maturity 30th Jun, 1981

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

Total Paid Kshs. 26,479.20

Printed by NGETICHN

Page no 2 of 2

 HIGHER EDUCATION LOANS BOARD
 PO BOX 69890
 NAIROBI
 Checked by: [Signature]

19/2/2014



HIGHER EDUCATION LOANS BOARD

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

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

HELB/REC/21/CERT 148/62

01st October, 2013

To Whom It May Concern,

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

The above subject refers.

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

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

This letter is valid until 30th September, 2014

Yours faithfully,

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

C.C Abdillahi Saggaf Alawy



ISO 9001: 2008 Certified. Working with you to finance Higher Education now and in the future



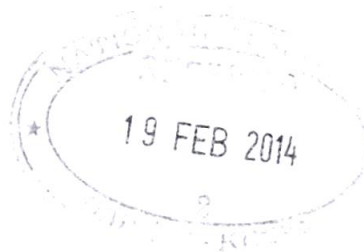
**KENYA REVENUE
AUTHORITY**

ISO 9001:2008 CERTIFIED

MEDIUM AND SMALL TAXPAYERS

18th February 2014

① D/Committees



Ref: CDT/MST/HQ/58

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

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

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

Attached is a list of tax compliant applicants.

Alice A. Owuor, OGW.

**COMMISSIONER OF DOMESTIC TAXES
MEDIUM AND SMALL TAXPAYERS**

Tulipe Wihura Tujitegeme!



1954

1954

1954

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

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

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

SCHEDULE
[Section 6(8).]

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

Notes:

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

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

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

3. Sex: **FEMALE**

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

5. Marital Status: **MARRIED**

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

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

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

9. ID Number: **3491070**

ANNEX 8

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10. PIN Number: AOO1181849H

11. Nationality: KENYAN

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

13. Town/City: NAIROBI

14. Knowledge of Languages: ENGLISH, KISWAHILI, GIKUYU

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

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

PhD HUMAN RESOURCE MANAGEMENT (Nov. 2013)

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

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

iii) UNIVERSITY OF NAIROBI, 2002-2004 -

M.A. GENDER AND DEVELOPMENT STUDIES(2005)

iv) UNIVERSITY OF NAIROBI, 1997-1998

POSTGRADUATE DIPLOMA(PGD) IN POPULATION STUDIES-1998

v) UNIVERSITY OF NAIROBI, 1974-1977

BACHELOR OF EDUCATION, Second class Hons.

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

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

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

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

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

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

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

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

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

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

MBS, (12th December,2012)-The President

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

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

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

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

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

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

19. Published Writings:

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

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

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

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

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

20. Public Office, Political Activities and Affiliations:

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

NONE

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

NONE

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

NO

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

NO

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

NONE

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

NO

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

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

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

RENTAL INCOME:

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

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

YES

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

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

Potential Conflicts of Interest:

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

NONE

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

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

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

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

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

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

NO

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

NO

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

NO

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

MRS ALICE A. OTWALA

SECRETARY/CEO

PUBLIC SERVICE COMMISSION

P.O.BOX 30095-00100

NAIROBI

Email ceo@publicservice.go.ke

DR. SALOME W. GICHURA

COMMISSIONER, TEACHERS SERVICE COMMISSION

PRIVATE BAG

NAIROBI

TEL +254 722 834 679

Email sallygichura@yahoo.co.uk

DR. SUSAN WERE

JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND

TECHNOLOGY(JKUAT, CBD CAMPUS

P.O. BOX 6200-00200

NAIROBI

TEL: +254722837752

EMAIL : susanwere@gmail.com

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10



**JOMO KENYATTA UNIVERSITY
OF
AGRICULTURE AND TECHNOLOGY**

This is to certify that

Florence Nyokabi Wachira

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

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

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

m. wanjau
Vice Chancellor

W. K. Wachira
Deputy Vice Chancellor
(Academic Affairs)



FLORENCE NYOKABI WACHIRA

has been awarded the degree of

Master of Arts

with

Merit

in

Human Resource Development

7 February 2006

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

Colin Davis
Academic Registrar

Michael Driscoll
Vice-Chancellor

01 XEYHHA



TRANSCRIPT AND CERTIFICATE OF CREDIT

Name: Florence Nyokabi Wachira

Number: 2435230

Date of Birth: 26 June 1954

HESA No: 410674352307

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

Programme: MA Human Resource Development

HEF Level of Qualification: Masters

Teaching Institution: Middlesex University, London

Language of Instruction: English

Language of Assessment: English

Professional Body of Accreditation: Chartered Institute Of Personnel And Development

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

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

Qualification: Master of Arts

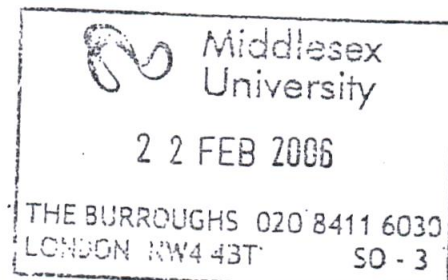
Subject: Human Resource Development

Classification: Pass with Merit

Date of Award: 07 February 2006

Signed

Academic Registrar



Official stamp

This is not a degree or diploma certificate.

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

Please see overleaf for details of the grading system

UNIVERSITY OF NAIROBI



This is to certify that

Florence Nyokabi Wachira

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

MASTER OF ARTS
(IN GENDER AND DEVELOPMENT STUDIES)

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

Eleventh Day of March in the Year
2005

VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

11 X344A



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

Telegram: Varsity
Telex: 28520 Varsity KE
Fax: 214325
E-mail: dvc@uonbi.ac.ke
website: www.uonbi.ac.ke

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

N50/P/7276/2002

3rd February, 2006

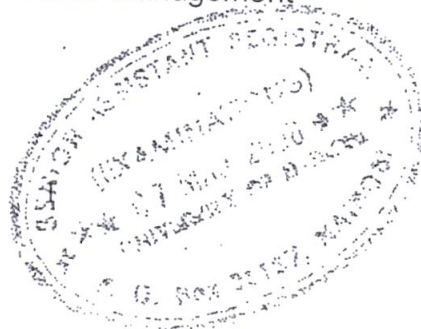
TO WHOM IT MAY CONCERN
MS. WACHIRA, FLORENCE NYOKABI
(ACADEMIC TRANSCRIPT)

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

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

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

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



N50/P/7276/2002:

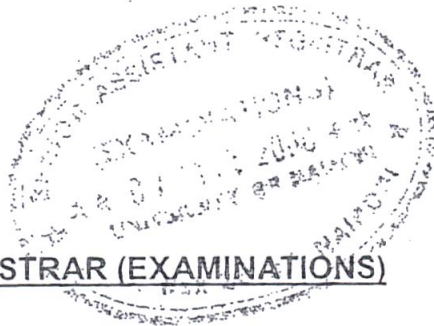
Below is the key to the grading system used above:-

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



F. K. ARAIGUA (MR)

SENIOR ASSISTANT REGISTRAR (EXAMINATIONS)



FKA/jm

UNIVERSITY OF NAIROBI



This is to certify that
Florence Nyokabi Wachira

having satisfied the requirements
for the award of the

POSTGRADUATE DIPLOMA IN POPULATION STUDIES

Distinction

was presented
at a Congregation held at
this University on the

Thirtieth Day of November in the Year
1998

A stylized, cursive signature in black ink.

VICE-CHANCELLOR

A stylized, cursive signature in black ink.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

ANNEX 15



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

Telegrams Varsity Nairobi
Telephone 334244

P.O. Box 3019,
Nairobi, Kenya

Your Ref.

Our Ref. Q/40/7795/96

2nd December, 1999

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

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

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

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

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

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

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

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

LOA/rm

UNIVERSITY OF NAIROBI



This is to certify that

Florence Nyokabi Ndiritu

having satisfied the requirements

for the award of the degree of the

**BACHELOR OF EDUCATION
(SCIENCE)**

Second Class Honours (Lower Division)

was admitted to the degree

at a Congregation held at

this University on the

TWENTY SEVENTH DAY OF OCTOBER IN THE YEAR

1977

J. N. Karanja
VICE CHANCELLOR

E. M. B. B. B.
REGISTRAR

ANNE X 13

KNEX 14

The Ohio State University

hereby confers upon

Abdullahi Saggaf Alang

the degree of

Doctor of Philosophy

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

The Graduate School

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

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



Theodore S. Clute
Chairman of the Board of Trustees

Richard D. ...
President of the University

William G. Napier
Secretary of the Board of Trustees

ANNEX IS

21 X 3 1/4 A

THE OHIO STATE UNIVERSITY

hereby confers upon

Abdullahi Saggaf Alafog

the degree of

Master of Science

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

The Graduate School

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

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



Robert E. Cobb
Chairman of the Board of Trustees

E. Parker Lee
President of the University

Frederick J. Lee
Secretary of the Board of Trustees

ANEX 12

THE OHIO STATE UNIVERSITY

hereby confers upon

Abdullahi Suggaf Alahoy

the degree of

Bachelor of Science in Agriculture

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

The College of Agriculture

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

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



James O. Reape
Chairman of the Board of Trustees

E. Nelson Lee
President of the University

Lucian A. Lee
Secretary of the Board of Trustees

ANNEX 1

EGERTON

P. O. BOX 536-20115
EGERTON, KENYA



UNIVERSITY

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

**OFFICE OF THE REGISTRAR
(ACADEMIC AFFAIRS)**

Ref: 11/82

20th February, 2014

TO WHOM IT MAY CONCERN

REF: ABDILLAHI SAGGAF ALAWY

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

Any assistance accorded him will be highly appreciated.

Yours sincerely,

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

NFG/pao

81 25 3444A

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EGERTON UNIVERSITY COLLEGE, Njoro, Kenya

Permanent Record Card

Name: **ABILLAH SAGGAF ALAWI**
 I.D. No: **FILE NO. 11182**
 Birth Date:
 Home Address: **Box 81402, MOMBASA**
 Sex: **MALE**
 Nationality: **KENYAN**
 Entrance Date: **30th AUGUST 1982**

Dept	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	011	T1			
CHEM	0311	BASIC INORGANIC & PHYSICAL CHEMISTRY	B 3	3	9
BIO	0211	AGRICULTURAL BOTANY	B 4	4	12
BIO	0221	VERTEBRATE ANATOMY	b 4	4	4
HOMEC	0032	PLANNING FOR BETTER FAMILY LIV.	B 2	2	6
ECON	0611	INTRODUCTION TO ECONOMICS	B 3	3	9
CROPS	0450	FIELD EXPERIENCE	B 2	2	6
ENGIN	0820	BASIC WORKSHOP PRACTICALS	B 4	4	12

Term One G.P.A. = 2.64



CERTIFIED TRUE
 COPY OF THE ORIGINAL
 20/2/14

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

Dept.	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	011	T2			
CHEM	0312	ORGANIC CHEM. FOR BIOLOGICAL SCIE.	A 3	3	12
CROPS	0410	PRINCIPLES OF CROP PRODUCTION	B 3	3	9
CROPS	0450	FIELD EXPERIENCE	C 3	3	6
BIO	0214	ECOLOGICAL	C 3	3	6
BIO	0213	PLANT TAXONOMY	C 3	3	6
BIO	0224	VERTEBRATE ANATOMY & PHYSIOLOGY	B 3	3	9
BIO	0225	GENETICS	C 4	4	8
ENGIN	0841	TRACTOR SERVICING & OPERATION	C 3	3	6
EBUC	0711	INTRO. TO LANGUAGE COMM.	B 3	3	9

Term Two G.P.A. = 2.54

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



EGERTON UNIVERSITY COLLEGE, Njoro, Kenya

Permanent Record Card

Name: **ABDILLAH SAGGAF ALAWY**
 I.D. No: **FILE NO. 11/82**
 Birth Date:
 Home Address: **Box 81402, Mombasa**
 Sex: **MALE**
 Nationality: **Kenyan**
 Entrance Date: **30th August 1982**

Dept	Course No.	T1	T2	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	CHEM 0311			BASIC INORGANIC & PHYSICAL CHEMISTRY	B	3	3	9
	BIO 0211			AGRICULTURAL BOTANY	B	4	4	12
	BIO 0221			VERTEBRATE ANATOMY	B	4	4	4
	HOMEC 0032			PLANNING FOR BETTER FAMILY LIV.	B	2	2	6
	ECON 0611			INTRODUCTORY ECONOMICS	B	3	3	9
	CROPS 0450			FIELD EXPERIENCE	B	2	2	6
	ENGIN 0820			BASIC WORKSHOP PRACTICALS	B	4	4	12
TERM	ONE	G.P.A.						2.64

[Signature]
 20/2/14

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

Dept	Course No.	T1	T2	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	CHEM 0312			ORGANIC CHEM. FOR BIOLOGICAL SCIL.	A	3	3	12
	CROPS 0410			PRINCIPLES OF CROP PRODUCTION	B	3	3	9
	CROPS 0450			FIELD EXPERIENCE	C	3	3	6
	BIO 0214			ECOLOGY	C	3	3	6
	BIO 0213			PLANT TAXONOMY	C	3	3	6
	BIO 0224			VERTEBRATE ANATOMY & PHYSIOLOGY	B	3	3	9
	BIO 0225			GENETICS	C	4	4	8
	ENGIN 0841			TRACTOR SERVICING & OPERATION	C	3	3	6
	EBUC 0711			INTRO. TO LANGUAGE COMM.	B	3	3	9
TERM	TWO	G.P.A.						2.54
Cumm. Points								129
Cumm. Hours								50
Cumm. G.P.A.								2.54

TERM TWO G.P.A. = 2.54

Cumm. Points = 129 ; Cumm. Hours = 50 ; Cumm. G.P.A. = 2.54

Dept.	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	91 T3				
	CROPS 0451	FIELD CROPS PRACTICALS	B 3	3	9
	HOMEC 0041	INTRODUCTION TO HUMAN NUTRITION	B 3	3	9
	ECON 614	PRODUCTION ECONOMICS	C 3	3	6
	RANGE 0421	INTRODUCTION TO RANGE MGT.	A 3	3	12
	ENGIN 0815	INTRODUCTION LEARNING	B 3	3	9
	BIO 0223	NEUTRIBATE PHYSIOLOGY	C 3	3	6
	ENGIN 0854	INTRODUCTION TO FARM MACHINERY	C 5	5	10
	CROPS 0410	PRINC. OF CROP PRODUCTION	B 2	2	6
	CHEM 324	SOIL CHEMISTRY	D 4	4	4
			29	29	71

TERM THREE G.P.A. = 2.45

Cumm. Points = 200

Cumm. Hours = 79

Cumm. G.P.A. = 2.53

20/2/14

Dept.	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	91 T1				
	CHEM 0331	GENERAL AGRICULTURAL BIOCHEMISTRY	B 4	4	12
	BIOL 0512	INTROD. TO BIRAL INDUSTRY	A 1	1	4
	ECON 0650	FARM RECORDS & ACCOUNTS	B 3	3	9
	CROPS 0431	ANNUAL CROPS	A 3	3	12
	CROPS 0451	FIELD CROPS PRACTICALS	B 3	3	9
	BIO 0234	MICROBIOLOGY	C 4	4	8
	ANSC 0112	GENERAL PRACTICALS	B 2	2	6
	ANSC 0124	ANIMAL NUTRITION	C 3	3	6
	EDUC 0751	INTRODUCTION TO RURAL SOCIOLOGY	B 3	3	9
			26	26	75

TERM FOUR G.P.A. = 2.88

Cumm. Points = 275

Cumm. Hours = 105

Cumm. G.P.A. = 2.62

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	011 T3					
	CREPS 0451	FIELD CREPS PRACTICALS	B	3	3	9
	HOMEC 0041	INTRODUCTION TO HUMAN NUTRITION	B	3	3	9
	ECON 614	PRODUCTION ECONOMICS	C	3	3	6
	RANGE 0421	INTRODUCTION TO RANGE MGT.	A	3	3	12
	ENGIN 0815	INTRODUCTION LEARNING	B	3	3	9
	BIO 0223	NEUTRIMENT PHYSIOLOGY	C	3	3	6
	ENGIN 0854	INTRODUCTION TO FARM MACHINERY	C	5	5	10
	CREPS 0410	PERMS. OF CREP PRODUCTION	B	2	2	6
	CHEM 324	GEN. CHEMISTRY	D	4	4	4
				29	29	71

TERM THREE G.P.A. = 2.45

Cumm. Points = 200

Cumm. Hours = 79

Cumm. G.P.A. = 2.53

20/2/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	012 T1					
	CHEM 0331	GENERAL AGRICULTURAL BIOCHEMISTRY	B	4	4	12
	DAIRY 0512	INTROD. TO DAIRY INDUSTRY	A	1	1	4
	ECON 0650	FARM RECORDS & ACCOUNTS	B	3	3	9
	CREPS 0431	ANNUAL CREPS	A	3	3	12
	CREPS 0451	FIELD CREPS PRACTICALS	B	3	3	9
	BIO 0234	MICROBIOLOGY	C	4	4	8
	ANSCI 0112	GENERAL PRACTICALS	B	2	2	6
	ANSCI 0124	ANIMAL NUTRITION	C	3	3	6
	EDUC 0751	INTRODUCTION TO RURAL SOCIOLOGY	B	3	3	9
				26	26	75

TERM FOUR G.P.A. = 2.88

Cumm. Points = 275

Cumm. Hours = 105

Cumm. G.P.A. = 2.62

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	112	General Principles	C	2	2	4
	0523	FERTILITY & FERTILIZER CHEMISTRY	C	4	4	8
	0621	FRAM MANAGEMENT	C	3	3	6
	752	PRINCIPLES OF EXT. EDUCATION	B	2	2	6
	0811	INTRODUCTION STATISTICS	C	3	3	6
	0451	FIELD CROPS PRACTICALS	B	3	3	9
	0431	ANNUAL CROPS	A	3	3	12
	0414	PRINC OF CROP IMPROVEMENT	B	2	2	6
	1121	ANIMAL HEALTH & DISEASES	C	4	4	8
	0805	FRAM STUDIES	C	3	3	6
				29	29	74

TERM FIVE G.P.A. = 2.55

Cumm. Points = 349

Cumm. Hours = 134

Cumm. G.P.A. = 2.61

APPROVED AS A TRUE COPY OF THIS OFFICIAL
25/2/14

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

TERM SIX G.P.A. = 3.04

Cumm. Points = 422

Cumm. Hours = 158

Cumm. G.P.A. = 2.67

Dept	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	112	GENERAL PRACTICALS	C 2	2	4
	0505	FERTILITY & FERTILIZER CHEMISTRY	C 4	4	8
	0621	FARM MANAGEMENT	C 3	3	6
	752	PRINCIPLES OF EXT. EDUCATION	B 2	2	6
	0811	INTRODUCTION STATISTICS	C 3	3	6
	0451	FIELD CROPS PRACTICALS	B 3	3	9
	6431	ANNUAL CROPS	A 3	3	12
	6414	PRINC OF CROP IMPROVEMENT	B 2	2	6
	1121	ANIMAL HEALTH & DISEASES	C 4	4	8
	0865	FARM STRUCTURES	C 3	3	6
			29	29	74

TERM FIVE G.P.A. = 2.55

Cumm. Points = 349

Cumm. Hours = 134

Cumm. G.P.A. = 2.61

20/2/14

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

TERM SIX G.P.A. = 3.04

Cumm. Points = 422

Cumm. Hours = 158

Cumm. G.P.A. = 2.67

Dept.	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points	Dept.	Course No.	Course Title	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	013 T1	ANSCI 0113 LIVESTOCK DUTIES	A 7	7	28		013 T2	CHEM 0341 PESTICIDES & PLANT GROWTH REG.	C 3	3	6
		ELEN 0620 FARMING SYSTEMS	B 3	3	9			ANSCI 0132 NO-RUMINANT HUSBANDRY	B 5	5	15
		CROPS 0433 PERENNIAL CROPS	B 3	3	9			ENGIN 0873 SOIL & WATER MGR.	C 5	5	10
		EDUC 0753 EXTENSION PROG. PLANNING & EVALUATION	B 3	3	9			CROPS 0451 FIELD CROPS PRACTICALS	B 3	3	9
		ENGIN 0855 LIGHT ANIMAL & SMALL EQUIPMENT	B 4	4	12			CROPS 0460 OUTSIDE VISITS	C 2	2	4
		CROPS 0451 FIELD CROPS PRACTICALS	B 3	3	9			CROPS 0463 SPECIAL PROJECT & FIELD ATTACHMENT	B 4	4	12
		CROPS 0412 SEED PRODUCTION & TESTING	B 3	3	9			CROPS 0452 HERBICULTURAL PRACTICALS	B 3	3	9
		ELEN 0672 RURAL DEVELOPMENT	B 3	3	9			CROPS 0445 VEGETABLE GROWING	B 3	3	9
			29	29	94						

Term SEVEN G. P. A. = 3.24

Cumm. Points = 516

Cumm. Hours = 187

Cumm. G. P. A. = 2.76



2012 14

Term EIGHT G. P. A. = 2.64 28 28 74

Cumm. Points = 590

Cumm. Hours = 215 ; Cumm. G. P. A. = 2.74

013 T3

EDUC 0756 GOVERNMENT PROCEDURE	B 2	2	6
CROPS 0465 SEMINARS	C 4	4	8
CROPS 0461 AGRICULTURAL SEMINARS	B 2	2	6

Term NINE G. P. A. = 2.50 8 8 20

Cumm. Points = 610

Cumm. Hours = 223

Cumm. G. P. A. = 2.74

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	013 T1					
	ANSC 0113	LIVESTOCK DUTIES		A	7	7
	EDUC 0620	FARMING SYSTEMS		B	3	3
	CROPS 0433	PERENNIAL CROPS		B	3	3
	EDUC 0753	EXTENSION PROG. PLANNING & EVALUATION		B	3	3
	ENGIN 0855	DRAFT ANIMAL & SMALL EQUIPMENT		B	4	4
	CROPS 0451	FIELD CROPS PRACTICALS		B	3	3
	CROPS 0412	SEED PRODUCTION & TESTING		B	3	3
	EDUC 0672	RURAL DEVELOPMENT		B	3	3
				29	29	94

Term SEVEN G. P. A. = 3.24
 Cumm. Points = 516
 Cumm. Hours = 187
 Cumm. G. P. A. = 2.76


 25/2/14

Dept.	Course No.	Course Title	Grade	Term Hrs. Attempted	Term Hrs. Earned	Quality Points
	013 T2					
	CHEM 0341	PESTICIDES & PLANT GROWTH REG.		C	3	3
	ANSC 0132	NO. ANIMALS, HUSBANDRY		B	5	5
	ENGIN 0873	SOIL & WATER MGT.		C	5	5
	CROPS 0451	FIELD CROPS PRACTICALS		B	3	3
	CROPS 0460	OUTSIDE VISITS		C	2	2
	CROPS 0463	SPECIAL PROJECT & FIELD ATTACHMENT		B	4	4
	CROPS 0452	HERTICULTURAL PRACTICALS		B	3	3
	CROPS 0445	VEGETABLE GROWING		B	3	3
				28	28	74

Team EIGHT G. P. A. = 2.64
 Cumm. Points = 590
 Cumm. Hours = 215 ; Cumm. G. P. A. = 2.74

013 T3

EDUC 0756	GOVERNMENT PROCEDURE	B	2	2	6
CROPS 0465	SEMINARS	C	4	4	8
CROPS 0461	AGRICULTURAL SEMINARS	B	2	2	6

Team NINE G. P. A. = 2.50
 Cumm. Points = 610
 Cumm. Hours = 223
 Cumm. G. P. A. = 2.74

ANNEX 19
6 132 6

ABDILLAHI ALAWY, PH.D.

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

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



Dear Ms. Injene,

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

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

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

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

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

Sincerely,

Abdillahi Alawy, PhD

Enclosure: CV and other documents

PI XJHHA

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

SCHEDULE
[Section 6(8).]

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

Notes:

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

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

12. Postal Address: P. O. BOX 81402-80100
13. Town/City: MOMBASA
14. Knowledge of Languages: (Specify Languages): ENGLISH, KISWAHILI and several dialects spoken in Kenya Coast region
15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

EDUCATION

1. Awarded degree: Doctor of Philosophy (Ph.D.) in Agricultural Education, specialization in Women in Development, Research Methods, and Program Evaluation
Dates Attended: September 1993 thru June 1998
Date Degree awarded: June 1998
College of Food, Agriculture and Environmental Science at The Ohio State University, Columbus, OH, USA
Winner of the 1995-1996 Rockefeller's African Dissertation Internship Award (\$26,000): 1995-1996
2. Awarded degree: Masters of Science Agriculture International Development
Dates Attended: September 1991 thru June 1993
Date degree awarded: June, 1993
College of Food, Agriculture, and Environmental Science at The Ohio State University, Columbus, OH, USA
3. Awarded degree: Bachelor of Science in Agricultural Economics:
Dates Attended: March 1989 thru June 1991
Date degree awarded: June, 1991
College of Food, Agriculture, and Environmental Science, at The Ohio State University, Columbus, OH, USA
4. Awarded degree: Diploma in Agriculture
Dates Attended: August 1982 thru June 1985
Date degree awarded: June 1985
Department of Crops Production at the Egerton University, Njoro, Kenya.

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

ALAWY CONSULTING GROUP ▪ Mombasa, Kenya

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

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

WOMEN FOR WOMEN INTERNATIONAL ▪ Washington DC, USA

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

GALLAUDET UNIVERSITY ▪ Washington DC, USA

Senior Evaluation Associate | 2006-2008

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

Evaluation Associate | 2003-2006

PUBLIC WELFARE FOUNDATION ▪ Washington DC, USA

Director of Evaluation | 2000-2003

EARLIER CAREER

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

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

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

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

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

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

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

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

Member: American Evaluation Association (AEA) since 2000

Member: American Management Association (AMA) since 2011

Member: Washington Evaluators (WE) 2005

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

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

Please see above #17.

19. Published Writings:

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

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

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

20. Public Office, Political Activities and Affiliations:

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

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

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

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

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

Never

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

Never

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

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

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

No such plans whatsoever

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

In 2013

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

In 2014 so far...

Consultancy fees	Ksh. 118,000
------------------	--------------

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

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

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

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

26. **Potential Conflicts of Interest:**

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

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

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

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

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

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

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

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

Divorce case in Family Court, USA—on going.

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

Never in my entire life

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

No objections at all!

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

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

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

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

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



REPUBLIC OF KENYA

THE KENYA CITIZENSHIP AND IMMIGRATION ACT 2011

Serial No.....

(To be completed in duplicate)

DECLARATION MADE BY A DUAL CITIZEN

(Under section 8(3))

Full name in block capitals. ABDILLAH SAGGAF ALAWY

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

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

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

2. I am a citizen of Kenya by:-

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

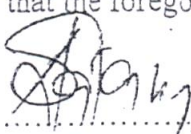
3. I also hereby confirm that I am a citizen/national* of USA (name of country/countries) by:-

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

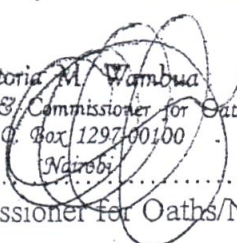
Yankee (51)



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


Signature of Declarant

Declared this 21 day of February 2014.


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

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

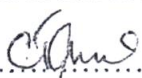
*Delete as applicable.

FOR OFFICIAL USE ONLY

Documents produced:-

Passport(s) No USA 422109941, KPT. A 960890

Other documents /

Received by  Checked by





DEPARTMENT OF IMMIGRATION
KENYA CITIZENSHIP SECTION

File No. 5-73854

Declaration No. 005552

Date: 21-02-2014

Name of applicant ABDILLAH SAGGAF ALAWY

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

Date of Declaration 21-02-2014

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



For: DIRECTOR OF IMMIGRATION SERVICES



Approved for tabling.

BWA
SNA
18/2/15

18 FEB 2015

KENYA NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT

THIRD SESSION

THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

REPORT ON
THE PETITION REGARDING THE REMOVAL OF THE CHAIRPERSON OF THE
NATIONAL GENDER AND EQUALITY COMMISSION

Paper laid on the
Table of the House
by Hon. David Were, MP
Chairperson, DC - Labour
& SOCIAL WELFARE, on
Wednesday, 12/2/2014
(Afternoon sitting)

Rev
12/2/2014

February, 2015

Clerk's Chambers
Parliament Buildings
NAIROBI

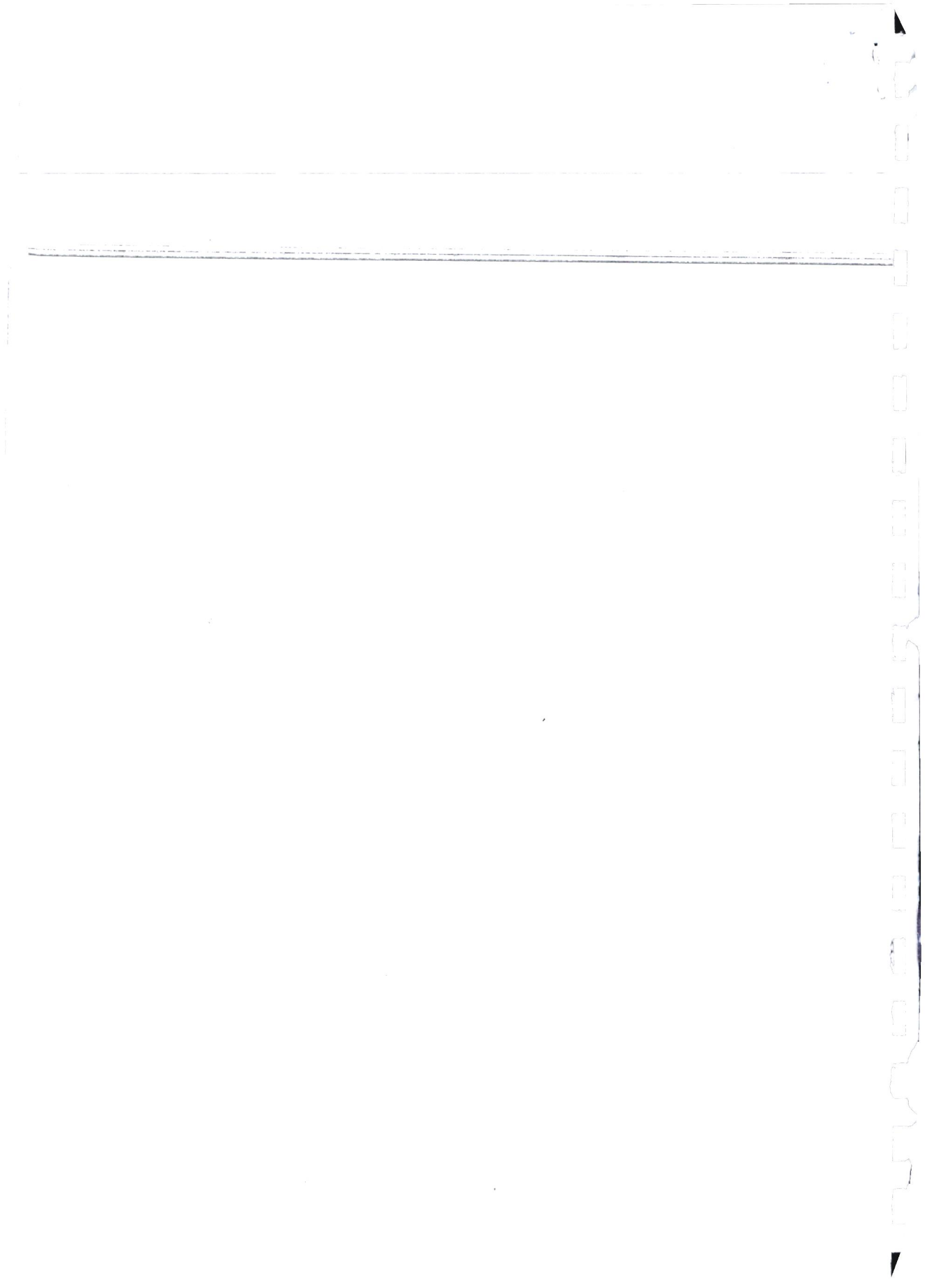


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1.0 PREFACE

On behalf of the Departmental Committee on Labour and Social Welfare and pursuant to the provisions of Standing Order No.227, it is my pleasure and duty to present the Committee's report on the petition regarding the removal of the Chairperson of the National Gender and Equality Commission by Mr. Erastus O. Odiyo.

1.1 THE COMMITTEE MEMBERSHIP

The Departmental Committee on Labour and Social Welfare was constituted on Thursday 16th May, 2013 and comprise of the following Members:

1. Hon. David Were, MP - **Chairperson**
2. Hon. Tiyah Galgalo, MP - **Vice Chairperson**
3. Hon. Janet Teyiaa, MP
4. Hon. George Muchai, MP
5. Hon. Peris Tobiko, MP
6. Hon. John Ndirangu Kariuki, MP
7. Hon. Winnie Karimi Njuguna, MP
8. Hon. Janet Nangabo, MP
9. Hon. John Serut, MP
10. Hon. Samuel Gichigi, MP
11. Hon. Elijah Lagat, MP
12. Hon. Cornelly Serem, MP
13. Hon. Abdi Noor Ali, MP
14. Hon. Daniel Wanyama, MP
15. Hon Regina Nyeris, MP
16. Hon. Wesley Korir, MP
17. Hon. Kinoti Gatobu, MP
18. Hon. Elijah Mosomi Moindi, MP
19. Hon. James Onyango K'Oyoo, MP
20. Hon. Omondi John Ogutu, MP
21. Hon. Aisha Jumwa Karisa, MP
22. Hon. Patrick Wangamati, MP

23. Hon. Rose Museo Mumo, MP
 24. Hon. Silvance Onyango Osele, MP
 25. Hon. Mustafa Idd, MP
 26. Hon. Nyasuna Gladys Wanga, MP
 27. Hon. John Owuor Onyango Kobado, MP
 28. Hon. Mwanyoha Hassan Mohammed, MP
 29. Hon. Mlolwa Jones Mwagogo, MP
-

1.2 Mandate of the Committee

As set out in standing order 216 (5), the Committee is mandated to:

- *Investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
- *Study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;*
- *Study and review all legislation referred to it;*
- *Investigate and inquire into all matters relating to the assigned ministries and departments as they may deem necessary and as may be referred to them by the House;*
- *Vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments); and*
- *Make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.*

1.4 Acknowledgements

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

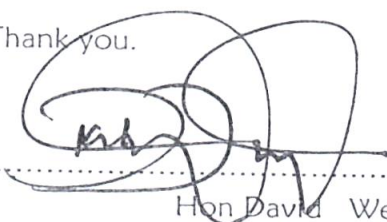
~~I take this opportunity to thank all Members of the Committee for their patience, sacrifice, endurance and commitment to Public Service under tight schedules which enabled us to complete the task within the stipulated period.~~

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

On behalf of the Departmental Committee on Labour and Social Welfare and pursuant to the provisions of Standing Order No.227(2), it is my pleasure and duty to present the Committee's report on the petition by Mr. Erastus Odiyo regarding the removal of the Chairperson National Gender and Equality Commission.

Thank you.

SIGNED.....



DATE.....

17-02-2015

Hon David Were, MP

(Chairperson)

Departmental Committee on Labour and Social Welfare

1870

2.0. PETITION BY MR.ERASTUS ODIYO REGARDING THE REMOVAL OF THE CHAIRPERSON OF THE NATIONAL GENDER AND EQUALITY COMMISSION MS.WINFRED LICHUMA.

2.1 INTRODUCTION

~~Pursuant to Standing Order 225 (2) (b), the Speaker of the National Assembly~~ conveyed to the House that his office had received a petition by Mr. Erastus Odiyo regarding the removal of the Chairperson of the National Gender and Equality Commission Ms. Winfred Lichuma.

The Petition was filed by Mr. Erastus Odiyo and presented by Hon. Silvanse Osele, MP. The said petition was tabled on 31st October, 2014.

Prayers sought in the Petition were that:-

- a) The National Assembly resolves that the petition discloses grounds for removal of the Chairperson under Article 251(a), (b) and (d) of the Constitution.
- b) The National Assembly recommends to the President to form a Tribunal to investigate the Chairperson of the Commission.

Pursuant to Standing Order 227, the petition was committed to the Departmental Committee on Labour and Social Welfare.

2.2. TERMS OF REFERENCE

The Committee was to ascertain whether the Petition:-

- a) Disclosed grounds for removal of the named Chairperson under Articles 251(a), (b) and (d) of the Constitution of Kenya.
- b) There is need for the formation of a tribunal to investigate the said Chairperson by His Excellency the President.

The grounds which the Petitioner relied on were:-

- (i) Serious violation of the law by the Chairperson of the Commission herein referred to as 'Respondent'
- (ii) That the respondent was guilty of abuse of office
- (iii) That the respondent demonstrated gross incompetence



2.3 COMMITTEE MEETINGS

In considering the petition, the Committee invited and held meetings with both the Petitioner Mr. Erastus Odiyo and the respondent Ms. Winfred Lichuma, the Chairperson NGEK. The Committee also held meetings with Prof. Rose Odhiambo the former CEO National Gender and Equality Commission, Juliana Mutisya Deputy CEO, Christopher Keter the former procurement Officer at NGEK, Mr. John Kirowo,

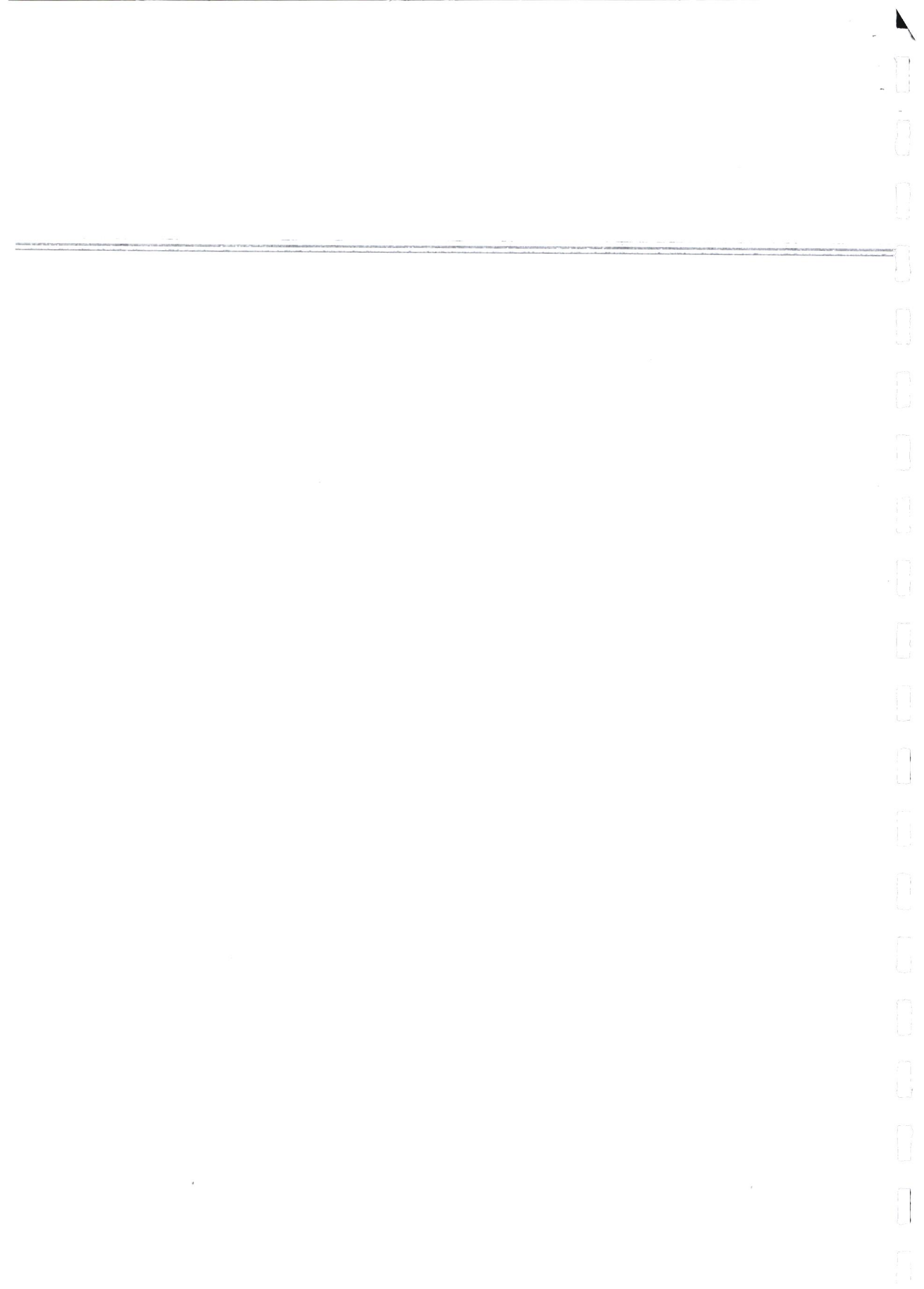
Mr. Otiende Amollo, the Chairperson Commission on Administrative Justice and Ms. Kagwiria Mbogoria, the Chairperson Kenya National Commission on Human Rights. The Committee received memoranda on the subject. The views of the witnesses are captured in the Report.

3.0. OVERVIEW OF THE CONSTITUTION AND THE NATIONAL GENDER AND EQUALITY COMMISSION ACT.

Removal from office of a member of a Constitutional Commission under the Constitution

Article 251 provides that:

1. A member of a commission (other than an *ex officio* member), or the holder of an independent office, may be removed from office only for:—
 - (a) Serious violation of the Constitution or any other law, including a contravention of Chapter Six of the Constitution on leadership and integrity.
 - (b) Gross misconduct, whether in the performance of the member's or office holder's functions or otherwise;
 - (c) Physical or mental incapacity to perform the functions of office;
 - (d) Incompetence; or
 - (e) Bankruptcy.
2. A person desiring the removal of a member of a commission or of a holder of an independent office on any ground specified in Clause (1) may present a petition to the National Assembly setting out the alleged facts constituting that ground.
3. The National Assembly shall consider the petition and, if it is satisfied that it discloses a ground under Clause (1), shall send the petition to the President.
4. On receiving a petition under Clause (3), the President—
 - (a) May suspend the member or office holder pending the outcome of the complaint; and
 - (b) Shall appoint a tribunal in accordance with Clause (5).



FUNCTIONS OF THE CHAIRPERSON UNDER THE NATIONAL GENDER AND EQUALITY COMMISSION ACT

The Chairperson shall—

- (a) Preside over all meetings of the Commission;
- (b) Be the spokesperson for the Commission; and
- (c) Supervise and direct the work of the Commission

APPOINTMENT AND TERM OF THE SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE COMMISSION

SECTION 22(3) AND (4) OF THE ACT.

- (3) The secretary shall be the chief executive officer of the Commission and head of the secretariat and shall be responsible to the Commission.
- (4) The secretary shall hold office for a term of five years and shall be eligible for re-appointment for a further term of five years.

3.0 MEETING WITH THE PETITIONER-MR ERASTUS ODIYO

The Petitioner appeared before the Committee and gave evidence as follows:

a) On serious violation of the law

The petitioner alleged that:-

- i. The Chairperson employed four staff from her tribe/county without embracing diversity which is the Key Pillar of the Commission. The Employees were listed to be:
 - a) Khabongo Comfort Mwaitisi
 - b) Matikho Jemima Makuba
 - c) Anne Judy Odero
 - d) Awori Sydney Baraza
- ii. The Chairperson swore her Personal Assistant Dona Mokeira Anyona as taking minutes of the Board on the 21st July 2014 whereas the Secretary to the Commission was the Chief Executive Officer Mrs. Rose Odhiambo. The petitioner stated that Ms. Mokeira took minutes of the Commission usurping the domain of the C.E.O.
- iii. The Chairperson rejected Procurement staff that had been seconded from the National Treasury on unexplained grounds that they were unqualified, whereas the actual reason for removal was ethnicity.

(b) On gross misconduct

- i. The Petitioner alleged that the Respondent signs all the Commission cheques and irregularly orders suppliers to pick cheques directly from her office. The

Petitioner alleged that this was the role of the Chief Executive Officer and not the Chairperson's role

- ii. The Petitioner further alleged that the Respondent ordered the Procurement officer to single source the services of a lawyer at a cost of Ksh. 3 Million which ~~is contrary to the Public Procurement and Disposal Act 2005. Further that the~~ services of the officer were declined after he declined to honour the intentions of the Respondent.
- iii. The petitioner alleged that the Chairperson issues cheques in her own Office to suppliers who must part with cash as a prerequisite to receiving the cheques. He further alleged that the Chairperson signs pay slips thus usurping the role of the Chief Executive Officer.
- iv. The petitioner also alleged that the Respondent collected a bribe of Ksh. 100,000/= (one hundred thousand) from one Mr. John Kirowo after he was given a contract for partitioning of the Commissions' Offices.

(c) On gross incompetence

- i. The Petitioner alleged that the Chairperson had been constantly interfering with the smooth running of the activities of the Secretariat by supervising staff at the Lower cadre and giving instructions to junior officers not to respect their immediate supervisors.
- ii. The Petitioner further alleged that the Chairperson is at loggerheads with other Commissions including the Ombudsman's Office, the Kenya National Commission on Human rights, and the National Cohesion and Integration Commission.
- iii. The Chairperson contravened the approved established structure by the Salaries and Remuneration Commission in consultation with the Directorate of Personnel Management.

3.1 MEETING WITH MR. JOHN KIROWO

Mr. John Kirowo appeared before the Committee to adduce evidence. He informed the Committee that:-

- i. He was contracted by the Commission to Partition the Commissions Offices. The tender was for Ksh. 24 M which was later revised to Ksh.30 M, the work

took longer than expected because of the Commissions change of mind on the specifications agreed upon during the commencement of the work.

- ii. The Chief Executive Officer had put in place an implementation committee to supervise the partitioning process, the chair ordered that the work he had ~~already done be demolished and be redone again.~~
- iii. The identification number cited in the petition was his but denied to have ever given the chairperson a bribe as stated in the petition.
- iv. He gave money to some emissaries who alleged to have been sent by the Chairperson however he could not ascertain that it was the Chairperson of the Commission who actually sent them and did not also name the emissary.

3.2 MEETING WITH PROF ROSE ODHIAMBO (FORMER NGEN CEO)

Prof. Rose Odhiambo appeared before the Committee and informed that:-

On gross violation of the law:

- i. She was recruited competitively by the Commission as the Chief Executive Officer and had served as such until 6th October 2014 when she was dismissed summarily, she had sued the Commission in Court and could not dwell on issues of her dismissal since it was a matter pending in Court.
- ii. The four (4) staff members mentioned in the petition: Khabongo Comfort Mwaitsi, Matikho Jemima Makuba, Anne Judy Odera and Awori Sydney Baraza all worked at the Chairperson's office and are from the same county/tribe. This excludes the driver/security person, who is also from the same tribe as the Chairperson.
- iii. The approved staffing level for the Chairperson's office is six (6) staff members and at the time she left office all the five staff members were recruited to work at the Chairperson's office.
- iv. She requested the Commission to assist her with someone who will be taking minutes on grounds that she could not take minutes at the same time participate in the meeting.
- v. The Chairperson swore in her Personal Assistant Dona Mokeira Anyona to take minutes for the Board on 21st of July 2014 contrary to the provisions of the Act. The swearing in was done by the Chairperson in her office in the presence

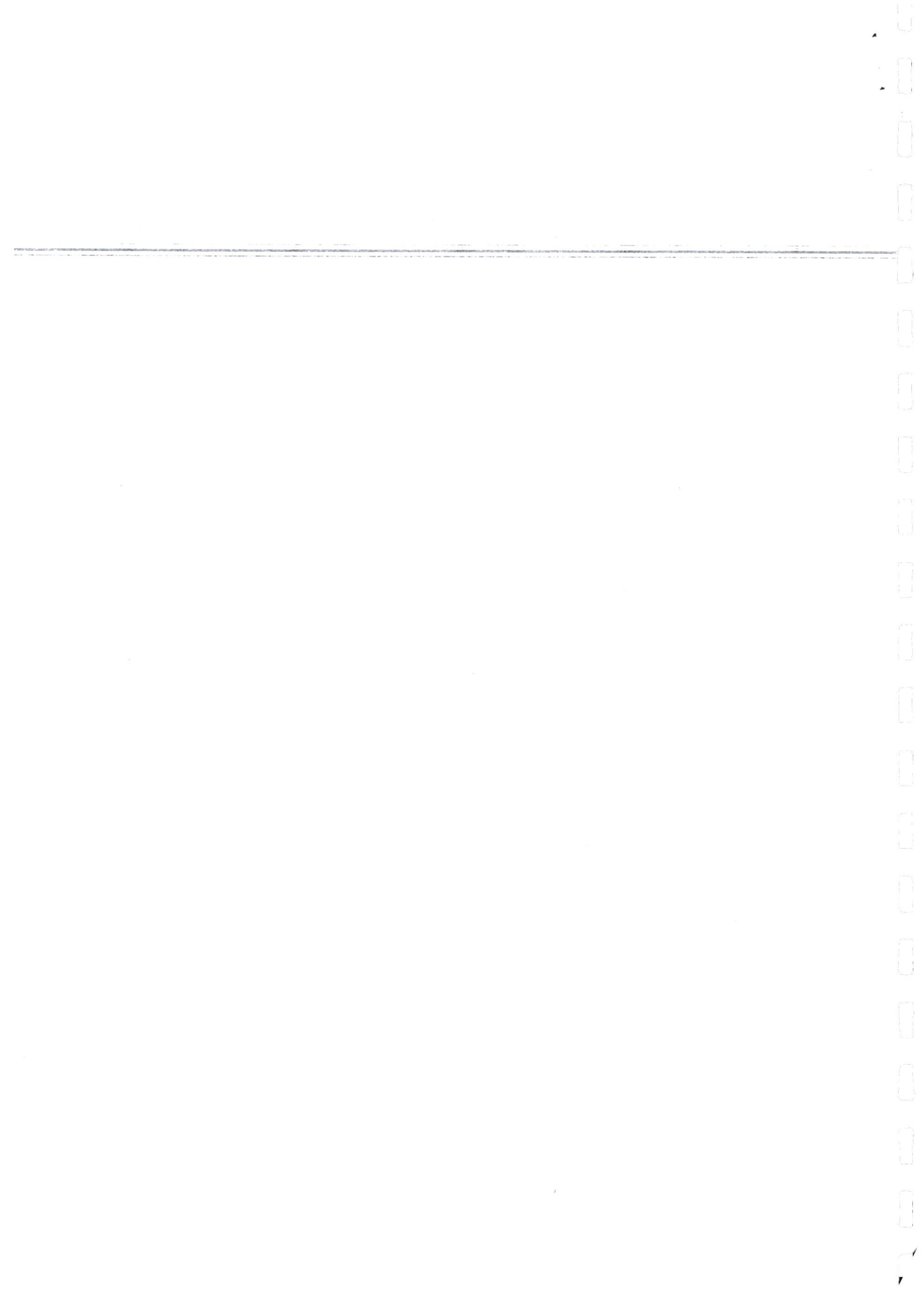
of the CEO. She informed the Committee that she was summoned to the Chairpersons office only to be informed of the swearing in which was about to start, this created conflict and confusion at Commission meetings due to alterations made to minutes.

- vi. Mrs. Saida Atikiya, a supply chain officer, job-group K, was returned after working for a month in the Commission without payment of salary. Further Mrs. Saida had been among three (3) procurement staff sent from the office of Director of Procurement at Treasury, and NGEC management had been asked to pick one from the three. Since all had the same qualifications and experience, the management had resolved that since the NGEC procurement manager is Luhya, they should pick the non-Luhya (Mrs. Saida). The other two officers were Luyhas. It therefore seemed Mrs. Saidia's return to Treasury was more to do with her not being from the Chairperson's tribe, yet NGEC was in need of a procurement officer.
- vii. The Chairperson signs cheques at the Commission contrary to common practice that Commissioners do not perform day to day duties of management. The Chairperson keeps the cheques since she is the last signatory and the same are collected by suppliers from her office.
- viii. The Chairperson holds staff meetings and deliberations with junior officers without the knowledge of the CEO and senior management, and directs junior officers to inform the CEO on the outcome of the meetings thus undermining the chain of command and structure in the organization.
- ix. The approved structure that was developed vide the advice of the Salaries and Remuneration Commission and the Directorate of Personnel Management was discarded by the Commissioners.

3.3 MEETING WITH MR. CHRISTOPHER KETER

Mr. Christopher Keter appeared before the Committee and informed the Committee as follows, that:-

- i. He was seconded to the then Commission in 2009 for a period of three years which expired and was further extended for a period of six months under the request of the Commission.
- ii. The procurement of services at the Commission was done regularly and within the prescribed manner save for when the Commission was Procuring services of a lawyer to handle a case in which the Attorney General had sought advisory opinion from the Supreme Court on the one third gender rule.



- iii. They obtained a prequalified list of Law Firms from the Commission on Implementation of the Constitution which he thereafter invited bids from about ten firms to enable the Tender Committee to deliberate on the same and arrive at one firm to represent the Commission. It was when the process was still on that they found out through a Mr. Ouma, a Program Officer (Gender) that instructions had already been given to the firm of Mohamed Muigai and Nyaoga Comapny Advocates.
- iv. The procurement of the firm brought conflict between the Tender Committee and the Chairperson, concerning the manner in which the provision of legal services was acquired; hence the reason why the Ksh.3 Million request by the Chairperson could not be honored.
- v. He informed the Committee that he left the Commission when his extension of the secondment period expired and that he does not know whether the Chairperson solicits for bribes from the Suppliers.

3.4 MEETING WITH JULIANA MUTISYA

As the former deputy Chief Executive Officer in charge of Accounts and Administration, she served the Commission from 1st October 2012 to 6th October 2014 when her services were terminated. She informed the Committee that:-

- i. The issue of Procurement of the services of a lawyer as alluded in the submissions of Mr. Christopher Keter were true. The procurement process was still on when she learnt that instructions had already been given to the firm of Mohamed Muigai and Nyaoga Company advocates.
- ii. The issue of signing of cheques by the Chairperson is true, and according to her, it's contrary to good accounting practice. Currently the Commission is using IFMIS.
- iii. The Chairperson only signs the pay slip of the C.E.O and if there is any other pay slip she has signed then she was not aware of it.
- iv. There was lack of clarity of roles at the Commission which contributed to constant squabbles between the Chairperson and the Secretary to the Board. The Chairperson's function of supervision and directing is unclear and this was the source of conflict between the Chairperson and senior management.

3.5 MEETING WITH THE CHAIRPERSON OF THE NATIONAL GENDER AND EQUALITY COMMISSION, Ms. WINFRED LICHUMA.

Ms. Winfred Lichuma appeared before the Committee and informed it as follows, that:-

a) On serious violations of the Law

- i. The Constitution and the National Gender and Equality Commissions Act has not been violated and that all the allegations in the petition were not true, none of the allegations meets the threshold of removal under Article 251 of the Constitution.
- ii. The Commission has a total of 52 members of staff, 3 Commissioners and the Chairperson. The staff diversity was as follows: Kikuyu-12, Luhya-11, Luo-9, Kamba-7, Meru-3, Kisii-3, Borana-3, Taita-2, Gabra-1 and Keiyo-1.
- iii. The officers in her office are Luhyas but do not hail from her County:
 1. Ms. Comfort Khabongo Mwaiti hails from Vihiga County,
 2. Mr. Sydney Barasa Awori hails from Busia County
 3. Mrs. Ann Judy Mapeni hails from Busia County
 4. Mrs. Mokeira P.A. hails from Kisii
 5. Ms Jemima Makuba
- i. All the above staff were employed through a competitive process and some of them were inherited from the former Commission. Mr. Sidney Barassa used to work in her office but the Commission subjected him to an interview and was deployed to the Information Technology Department.
- ii. The Commission held a retreat on board competence between 30th June, 2014 and 2nd July, 2014 and notes of the reflection after the corporate governance training on 3rd of July 2014. Upon request by the CEO to have her assisted in minute writing, it was agreed by the commissioners that the Personal Assistant to the Chairperson would be sworn in to take minutes in the commission meetings.
- iii. Treasury had seconded Mrs. Saida Atikiya as Supply Chain Management Officer (Job Group K) and Mr. Okal Narkisho as Senior Accountant to work in the Commission. The Commission's decision as minuted was that the two officers

were junior to the level the Commission required and were returned to the National Treasury.

b) On gross Misconduct

i. Allegation on signing all commission cheques.

~~She signed all Commission cheques as she did not see a problem with the signing of~~
cheques since a resolution had been arrived at and passed by the Commission that the Chairperson and one other Commissioner would sign cheques for purposes of control. However, it was confirmed that this practice stopped as the Commission now uses IFMIS.

ii. The allegation of signing of Pay roll

She signs the payroll and only the CEOs pay slip as a control mechanism since there is no policy forbidding the same. In absence of the chairperson, the vice chairperson signs. At the hearing, she was shown a pay slip of March 2014 for one officer namely Nzioka Nzomo bearing her signature and having been signed by herself for the CEO. The Chairperson denied having signed the same but sought time to find out if indeed she signed. In her written submission she demonstrated that the payslips of the month of March 2014 were signed by the CEO including that of Nzioka Nzomo allegedly signed by her.

iii. Chairperson usurping the role of the CEO

The role of the Chairperson is in Section 13(2) of the NGEC Act includes supervision and directing. On the other hand, the law does not specify the role of the CEO. Section 21 of NGEC Act provides for the appointment of the Secretary. Section 21 (3) states that: the Secretary shall be the Chief Executive Officer of the Commission and Head of the secretariat and shall be responsible to the Commission hence the role of the Chief Executive officer is clearly spelled in her letter of appointment.

iv. On the issue of a bribe of Ksh.100,000 from a contractor

The Chairperson informed the Committee that she has never received a bribe from anyone and sought for better particulars.

c) On gross Competence

i. On the allegation that chairperson is constantly at loggerheads with senior staff of the Commission and other agencies and departments.

She responded by seeking for better particulars from the petitioner and informed the Committee that the Commission relates well with the Office of the Ombudsman and the National Cohesion and Integration Commission.

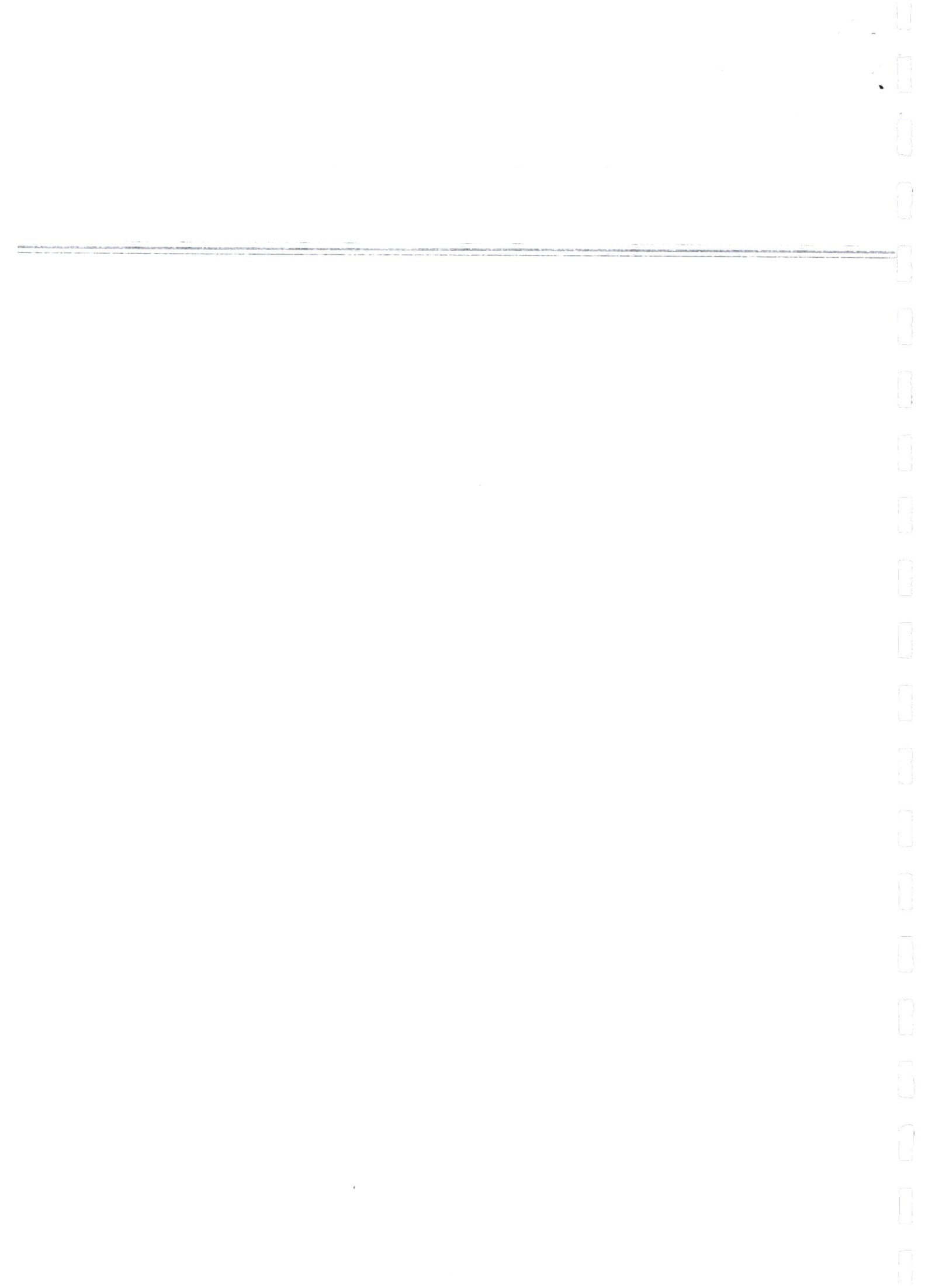
- ii. On the allegation that the Chairperson contravened approved institutional structures established by the Commission in consultation with Salaries and Remuneration Commission (SRC) and Directorate of Personnel Management (DPM).

She responded that the SRC does not have the function of setting institutional structures. Directorate of Personnel Management (DPM) was engaged by NGECE as a consultant to propose a structure. They proposed a structure which the Commission acting as an independent body adopted with amendments. This was done in a Commission meeting of 15th April, 2014 on consultation with the Treasury and further consultations were still ongoing.

3.6 MEETING WITH MR. OTIENDE AMOLLO THE CHAIRPERSON COMMISSION ON ADMINISTRATIVE JUSTICE

The allegations against the Commission of Administrative Justice (the Ombudsman) were that the Chairperson National Gender and Equality Commission was at constant loggerheads with other Commissions especially Ombudsman, National Cohesion and Integration Commission and Kenya National Human Rights Commission. He informed the Committee that:

1. The National Gender and Equality Commission has never been at logger heads with his Commission, the Chairperson of NGECE is her deputy at a forum of Chairpersons of all commissions.
2. The Commission on Administrative Justice is a full time Commission. To avoid conflict of roles with the Chief Executive Officer of the Commission, the roles of the Commissioners and those of the Secretariat have been clearly defined and understood by all, thus no one oversteps the mandate of the other.
3. The Roles of the Chairperson under the CAJ Act are well defined to include supervisory, directing and being the spokesperson of the Commission.
4. By virtue of handling complaints and administration of Justice, he has been called to many Commissions to mediate between their secretariats and the Commissioners. The conflicts always emanate from comparison of management in parastatals and full time Commissions which are executive in nature. He had never been called to mediate in conflicts at NGECE.
5. In the course of his duties at the Commission on Administrative Justice he does not sign cheques for money they receive from Government because of IFMIS, however for funds from donors he signs them together with the C.E.O, head of Finance and has an alternate signatory who is a Commissioner. As for the case



of NGEC he could not be able to explain because he did not know their arrangement.

6. On the swearing in of Dona Ms. Mokeira he stated that:

(a) The oath of office under the Act is for Commissioners only; there is no provision in the Act or the Constitution requiring administration of oath. However, if it was for purposes of confidentiality then any oath could be lifted from any statute.

(b) If the secretary to the Commission did not oppose the swearing in of MsDona Mokeira then there was no problem, if the Commission swore in another person to take minutes and in the process oversteps the role of the Secretary to the Commission then the same would be an impropriety

3.7 MEETING WITH MS. KAGWIRIA MBOGORIA, THE CHAIRPERSON KENYA NATIONAL COMMISSION ON HUMAN RIGHTS.

The allegations against the National Commission on Human Rights were that the Chairperson National Gender and Equality Commission was at constant loggerheads with other Commissions especially Ombudsman, National Cohesion and Integration Commission and Kenya National Human Rights Commission. She informed the Committee that:

1. She had a meeting with all the Chapter 15 Commissions, NGEC being included but had never been at logger heads with the Chairperson NGEC.
2. She had been reading in the newspapers about alleged conflict or misunderstanding between KNHC and NGEC but wondered where the media got the allegations from.
3. Signing of cheques at KNHC is done by the Secretariat and none of the Commissioners is involved.
4. Division of roles between the secretariat and Commissioners is well defined; Commissioners are limited to oversight, supervision and giving direction.
5. Minutes of the Commission are done by the secretary or the deputy in his/her absence.
6. Commissioners play no role in tender committees.
7. The structure that the Commission uses was approved by the Directorate of Personnel Management.

3.8. THE SUBMISSION OF MEMORANDA RECEIVED BY THE COMMITTEE

The Committee received several submissions from those who supported and those that were against the petition.

Those who supported the petition included the following;

1. Lydia W. Gachoya (The Vice President of the Regional Women Forum of the International Conference of the Great Lakes Region.(ICGLR)and a former commissioner in the NGEC).

She stated that Ms.Lichuma;

- Declined a nominee who had been nominated to attend the a conference organized by the International Conference on the Great Lakes Region in Khartoum, Ms. Gachoya nominated Shantal Odera to attend the conference on behalf of NGEC.
- Is unable to differentiate personal differences from official duties.
- Is combative in her approach of issues, very unforgiving once you cross her path, intimidates NGEC stakeholders thus creating apathy.
- Has an attitude that “nothing is right unless sanctioned by me”
- Instills fear and as a Chair she has failed NGEC.

Under the leadership of Ms. Lichuma, NGEC is missing in action on its mandate to ensure compliance of Regional treaties ratified by the State in the Great Lakes.

2. Tache Bonsa Gollo(Former Commissioner of NGEC.)

He stated as follows:-

- Ms. Lichuma had a restive impatient and dictatorial character that made it very hard to work with her even for the fellow Commissioners. A case in point is when she was appointed the NGEC chairperson she took over without being introduced by the acting chair.
- Fellow Commissioners had to intervene severally when Ms. Lichuma was getting directly involved in duties that ought to be those of the Chief Executive Officer (CEO) and literally micro-managing the operations of the CEO.
- Ms. Lichuma never allowed the CEO to freely discharge her duties and always tried to dictate terms to her and if the CEO resisted then there would be a conflict.
- When the probation period of the CEO came to an end the other Commissioners had no problem with her confirmation but Ms. Lichuma insisted she had to be terminated for alleged incompetence.
- Ms. Lichuma usually insisted on signing all Cheques having all incoming letters go to her office and not to the CEO and various staff reporting directly to her.

- Her trusted informants would always give her full intelligence regarding all that went on at the Commission.

3. Naomy Wambui Wangai (Former Commissioner at NGEC)

She stated as follows, that:-

- Ms. Lichuma was involving herself in the day to day operations of the Commission as if she was the CEO hence causing conflicts and confusion.
- On several occasions the Commissioners had to restrain the Chair from certain conducts of day to day operations which would bring confusion and conflicts.
- Ms. Lichuma was intimidating while working with her, she never missed a point to show who the boss was and to remind the Commissioners of her legal training hence able to look at issues with a "legal eye" better than other Commissioners.
- Ms. Lichuma threatened to sack the C.E O over the payment of a legal fees to a legal firm whose services had not been procedurally procured, and it was through intervention of other Commissioners that CEO was not sacked.

4. Peterlis Ojwang Nyaguta (Former Director defunct National Commission on Gender and Development.)

He stated as follows, that:-

- There is no single operation he could undertake in his professional capacity without interference by the Chairperson as she micro manages every operation undertaken by his office
- Ms Lichuma was advised against being one of the signatories but defied making the Commissions operations difficult.
- She directed the recruitment of all staff and any objection to the same would lead in threats and intimidation. For example, she directed Mr Peter to employ Ms Comfort as a casual labourer and later directed him to confirm her as permanent staff.
- Data entry of the applications for the position of the CEO was being done at the Chairpersons office. She later brought in Mr. Baraza who worked as a clerk for close to two months after which Mr. Peter was ordered by Ms Lichuma, to offer Mr. Baraza a five year contract for the position of office assistant despite the fact that he was overqualified.
- Board minutes that he had drafted were altered at the behest of the Chairperson to reflect the position that appealed to her and not to give the true and fair views of the discussions.

5. Emily Moraa Ongaga (Former NGEK employee).

She stated as follows;

- Mrs. Lichuma ordered her that cheques should be picked from the Chairperson's office.
- Under Mrs. Lichuma's leadership most donors were forced to stay away from funding Commission activities. For example, the UN women reduced their funding from 50M to 13M in 2014.
- The show cause letter and letter requiring staff to appear before the Commission for disciplinary action and dismissal were signed by the Chairperson instead of the CEO.
- Contrary to the Employment Act 2007, Board minutes were not attached to their termination letter to show reasons for termination.
- That Chairperson is fond of sacking people from the Commission eg;
 - a) Sacked the CEO on grounds of incompetence after working with him (Peter Nyatuga) for only three months.
 - b) Dismissed a procurement officer
 - c) Irregularly terminated the contract of six employees.

Those that were against the petition included the following:-

1. Reproductive Health Workers; Charles Waka, James mwenda, Riungu, Margaret N. Kilonzo, Rael Kube Odenyo, Kenneth Owino Onyango, Rose Annella Mulindi, Tom Marwa, Raymond Mutisa Mutisya and Mary Gorrety Oginga were sworn in by Lydia A. Owuor and stated as follows, that Ms. Winfred Lichuma:-

- Has served Kenyans without prejudice or discrimination.
- Has been a Kenyan of high integrity, professionalism with strong command and understanding on issues of equality and inclusion in Kenya, Africa and beyond.
- Has a track record of upholding the rule of law.
- Motivates and protects national values.
- Played a significant role in the development of the 2010 Constitution of Kenya.

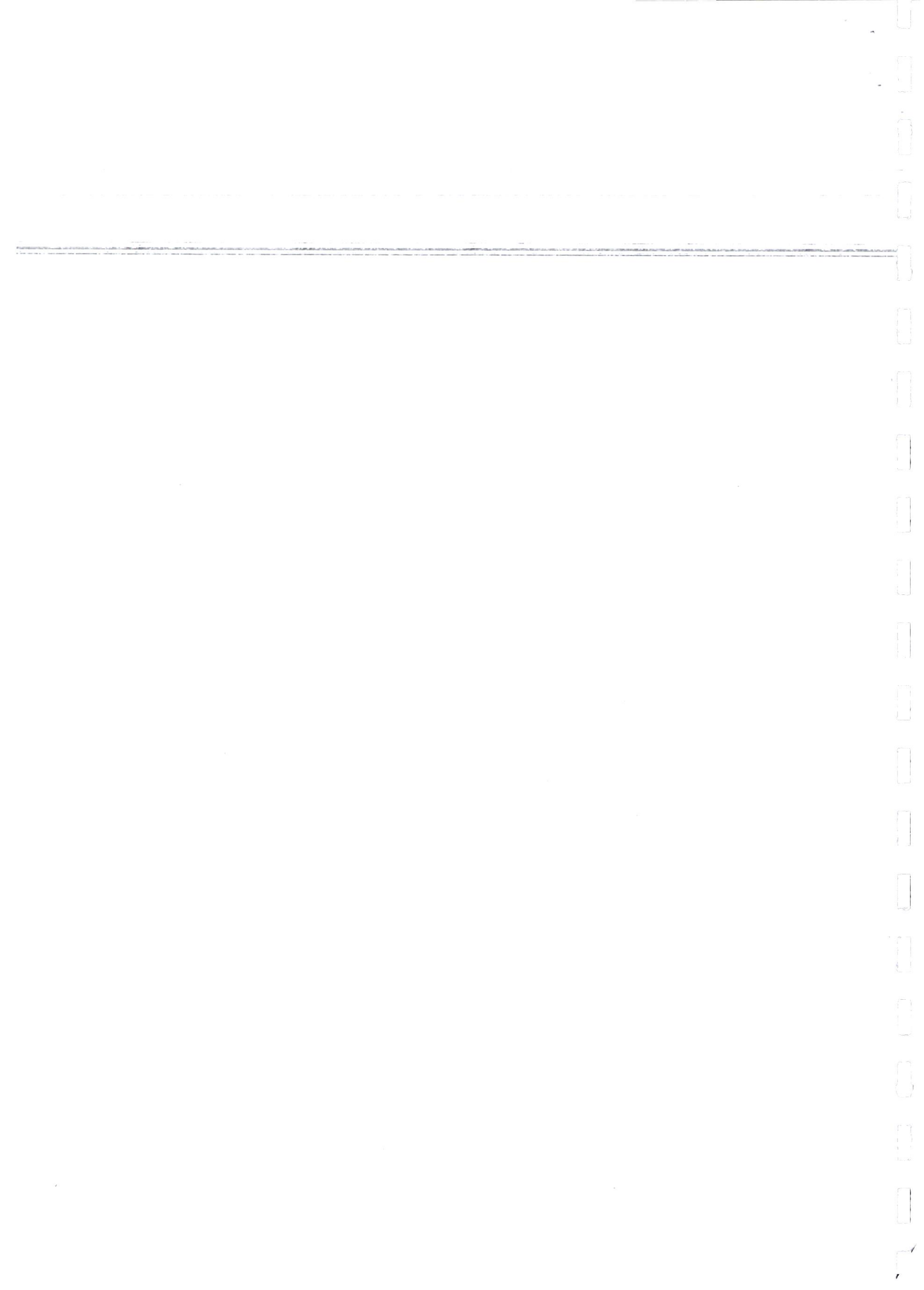
Her contributions in protecting the bill of rights for women, children, youth and vulnerable populations in Kenya is evident in her appointment and leadership of the NGEK and her past appointment in KNHRC and the Judiciary.

2. Peter Muchiri Mwangi (Board Member, National Council for Persons With Disabilities), Paul Kihugu Kuria (NGEK Employee) and Edward Miano Munene (Executive Director, Health Rights Advocacy Forum) were sworn in by Lydia A. Owuor and stated as follows, that Ms. Winfred Lichuma:-

- Is very passionate on the rights of persons with disabilities.

- Has ensured a smooth working relationship between the NGEK and the National Council for Persons with Disabilities
 - Is very keen on matters of transparency and accountability in management of public resources.
 - Has the ability to compromise, self-control, a team builder and is committed to establishing and building teams that can deliver the tasks ahead.
-
- Is passionate about human rights, gender and equality issues.
 - Has insight and gifts that surpass her years, a competitive nature and determination that cannot be beaten and has earned the respect of community members.
3. Ellyjoy Karimi, Lydia Kagwiria, Evans kakai, Edith M. Nambisia, Roselyne Shigoli Matilani, Evelyne Opondo (Advocate of the High Court of Kenya), University Students and Nairobi University Students were sworn in by Mr. Donald Wekesa Muyundo. They stated as follows, that Ms. Lichuma:-
- Is a mentor to the students
 - Is passionate towards matters of gender, law and human rights.
 - Has developed several programs that benefit the youth in her leadership in the Commission.
 - Stands out as a person of integrity who is committed to providing selfless service for the good of the Nation.
 - Is impartial and displays a high degree of professionalism in conducting the affairs of the Commission.
 - Provided steady leadership which has enabled the Commission to fully establish and consolidate the execution of its mandate.
 - Has intelligently steered the Commission to focus on core issues on gender equality, marginalized communities and groups.
4. Nzioka John Nzomo (Program Officer with the NGEK), Josephine Otieno, Wilson Kisiero Mein (Gender Specialist), Jerim Obure, Fredrick Kereri Lumiti (Monitoring and Evaluation officer at NGEK) and Peter Muhati Mukhutsi (Monitoring and Evaluation Consultant with the Swedish Institute of Public Administration) were sworn in by Ms. Edna Ameyo Nyaloti. They stated as follows, that Ms. Lichuma:-
- Is a champion of gender issues in Kenya and has proved to be transparent and accountable.
 - Is likeable, has good interpersonal skills and team player.
 - Has managed to rally for funds and support from donors and well-wishers to fight FGM.
 - Has served the KNCHR and NGEK in her capacity as an expert in Human rights and Gender issues.
 - Is a great legal mind, hard worker and great advisor on commission activities.

- Has a wealth of knowledge and expertise in gender mainstreaming and in human rights promotion and programming.
 - Has demonstrated a high level of professionalism, dedication and commitment to the rights of the vulnerable.
 - Leadership has enabled the Commission to undertake critical interventions that have secured the rights of the vulnerable in Kenya.
 - Is a key icon in the field of Human rights, gender equality and non-discrimination
5. John Wafula, Mary Okutoyi (Advocate of the High Court of Kenya and Legal & Investigation Officer at NGEC) and Dona Mokeira Anyona were sworn in by Mr. Benson Millimo. They stated as follows, that Ms. Lichuma:-
- Is dedicated to gender equality is unequivocal.
 - Has demonstrated a high level of professionalism, dedication and commitment to the rights of the vulnerable.
 - Has enabled the Commission through her leadership to undertake critical interventions that have secured the rights of the vulnerable in Kenya.
 - Is a key icon in the field of Human rights, gender equality and non-discrimination
 - Is open minded pragmatic and down to earth.
 - Is knowledgeable, professional, dedicated, and competent and results based person.
 - Is a resource mobilizer which is demonstrated through development of the National Monitoring and Evaluation Framework.
 - Launched NGEC strategic plan which is a clear demonstration of strategic thrust of the Commission in upholding gender equality.
 - Has ensured a clear sense of professionalism among staff serving at the Commission.
6. Moi University students were sworn in by Delmas L Mwinamo and they stated as follows, that Ms. Lichuma:-
- Is a mentor to the students
 - Is passionate towards matters of gender, law and human rights
 - Has developed several programs that benefit the youth in her leadership in the Commission.
 - Followed through the investigations of the unfortunate case in Busia where a 16yr old girl was raped and her assailants still walked free.
7. Cyprian Orina Nyamwamu(Consultant)Works and consult with governmental, private sector, non -governmental, political parties and Faith based organization and agencies in Kenya Africa and beyond was sworn in by Geoffrey Monari Orina stated as follows, that:-



- He has known Ms. Lichuma for more than seven years including while she was working at Kenya Commission on Human Rights.
- Mrs. Lichuma is a leader who has demonstrated compassion, clarity capacity, competence and a great communicator.
- Mrs. Lichuma is suitable to hold the office of Chair of NGEC given her education, Training and extensive knowledge in matters of Gender, Human Rights and Public affairs.

8. Boaz Kidiga Mbaya (Executive Director, Centre for Policy Analysis, a retired Ambassador and a former PS) was sworn in by B.M. Eboso. He stated that Ms. Lichuma:

- Stands out as a person of integrity who is committed to providing selfless service for the good of the Nation.
- Is impartial and displays a high degree of professionalism in conducting the affairs of the Commission.
- Provided steady leadership which has enabled the Commission to fully establish and consolidate the execution of its mandate.
- Has intelligently steered the Commission to focus on core issues on gender equality, marginalized communities and groups.

9. George Wanjala Wanyonyi (Program Officer in NGEC) was sworn in by Majane Krajo stated as follows, that:-

- Has known her since Aug 2012.
- Ms. Lichuma always insisted that interns be recruited on the basis of gender and diversity.
- If this petition is allowed then the vulnerable persons would have lost a pillar of hope and a voice of the voiceless in advancing the rights of the most vulnerable persons in this Country.

10. Dr. Ruth Aura (Chairperson Federation of Women Lawyers-Kenya).

She stated that FIDA;

- Champions the promotion and protection of the space of women in leadership.
- Is not against disciplinary actions on failed leadership but they are alive to the tenets of patriarchy that keep subduing women leadership in Kenya.
- Enjoys great working relationship with all officials of NGEC hence interested in a favorable conclusion to the matter.

THE UNIVERSITY OF CHICAGO PRESS

CHICAGO, ILLINOIS 60607

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4.0. COMMITTEE OBSERVATIONS.

Having heard the prayers by the petitioner, evidence by witnesses and the Respondent, as well as written memoranda/submissions, the Committee made the following observations:

1. ~~The allegation of employment of four staff in the Chairperson's office from her~~ tribe/county was not proven. All the staff in the Chairperson's office were employed competitively. Further, it was found that out of the four staff at her office, one was not from her community.
2. The general composition of staff at the Commission is wanting in terms of ethnicity. It was evident in the documents presented before the Committee that majority of the staff were predominantly Kikuyus, Luos, Luhyas and Kambas whereas the Commission is an Equality Commission which should be a champion of equity in terms of regional representation and ethnicity in the Public service and embracing the principles of diversity. However, it was established that the aforesaid staff were employed through a competitive process and most of them were inherited from the former Commission.
3. The allegation by the Procurement officer, Mr. Christopher Keter that he had been sent away by the Chairperson was not proven. The Committee found out that Mr. Keter served his secondment period in the Commission for a period of three years and a further six months which was extended by the Ministry upon a request by the Commission (Appendix 2).
4. The allegation in the petition that the Chairperson single sourced the procurement of a law firm was not proven. There were no documents tendered before the Committee to substantiate the allegation laid against the Chairperson.
5. On allegation of constant conflict between the Chairperson and the Secretariat, the Committee established that this was due to lack of clarity of roles at the Commission as provided in the NGEC Act. The Act gives the Chairperson a role of supervision and directing but does not define the extent to which the Chairperson is to direct. On the other hand, the same Act does not provide the roles of the C.E.O.
6. The allegation of NGEC being at logger head with other Commissions was not proven.

7. Mr. Kirowo who is alleged to have given a bribe of Ksh.100, 000/= to the Chairperson stated that he gave the bribe to an emissary whom he could not identify.
8. The allegation of changing the internal organization structure (**Appendix 7**) of the Commission was not proven. The Committee established that consultations were still on going with the National Treasury upon approval by the Commission.
9. The swearing in of Ms. Dona Mokeira to take minutes on behalf of the C.E.O was a resolution of the Board for purposes of confidentiality upon request by the C.E.O to be assisted in taking minutes. The Committee however observed that good governance require that the holder of the duty delegates it (**Appendix 3**).
10. The signing of cheques by the Chairperson and one other Commissioner was vide a Commission resolution and that the C.E.O was a mandatory signatory to every account in the Commission (**Appendix 4**).
11. Two different pay slips for the Month of March, 2014 for one officer namely Mr. Nzioka Nzomo bearing the signature of the Chairperson in one (**Appendix 5**) and signature of the C.E.O in another (**Appendix 6**) were presented before the Committee thus the allegation of the Chairperson usurping the role of the C.E.O was not proven.
12. The Constitution and the National Gender and Equality Commissions Act have not been violated by the Chairperson.
13. The petition does not disclose grounds for the removal from office of a person under Article 251 (a), (b) and (d) of the Constitution of Kenya.

5.0. COMMITTEE RECOMMENDATIONS:

The Committee recommends that:-

1. The petition for the removal of the Chairperson of National Gender and Equality Commission be dismissed for it does not disclose grounds for the removal of Mrs. Winfred Lichuma as Chairperson of NGEK under Article 251 (a), (b) and (d) of the Constitution.

1. The first part of the document is a list of names and addresses of the members of the committee.

2. The Commission should strive towards embracing ethnic diversity in employment and placement of staff in its future recruitments to reflect the face of Kenya.
3. The Criminal Investigation Department should investigate the source of the two pay slips for the month of March 2014 belonging to one Mr. Nzioka Nzomo an employee of the Commission which was tabled during the proceedings which bore the signature of the Chairperson and the C.E.O.
4. The National Gender and Equality Commission Act be amended to provide for clear roles of the Secretariat and the full time Commissioners to ensure that Commissioners performs oversight roles while the secretariat performs the day to day operations. This will address the conflict attributed to mandates.



APPENDICES

APPENDIX- 1

MINUTES

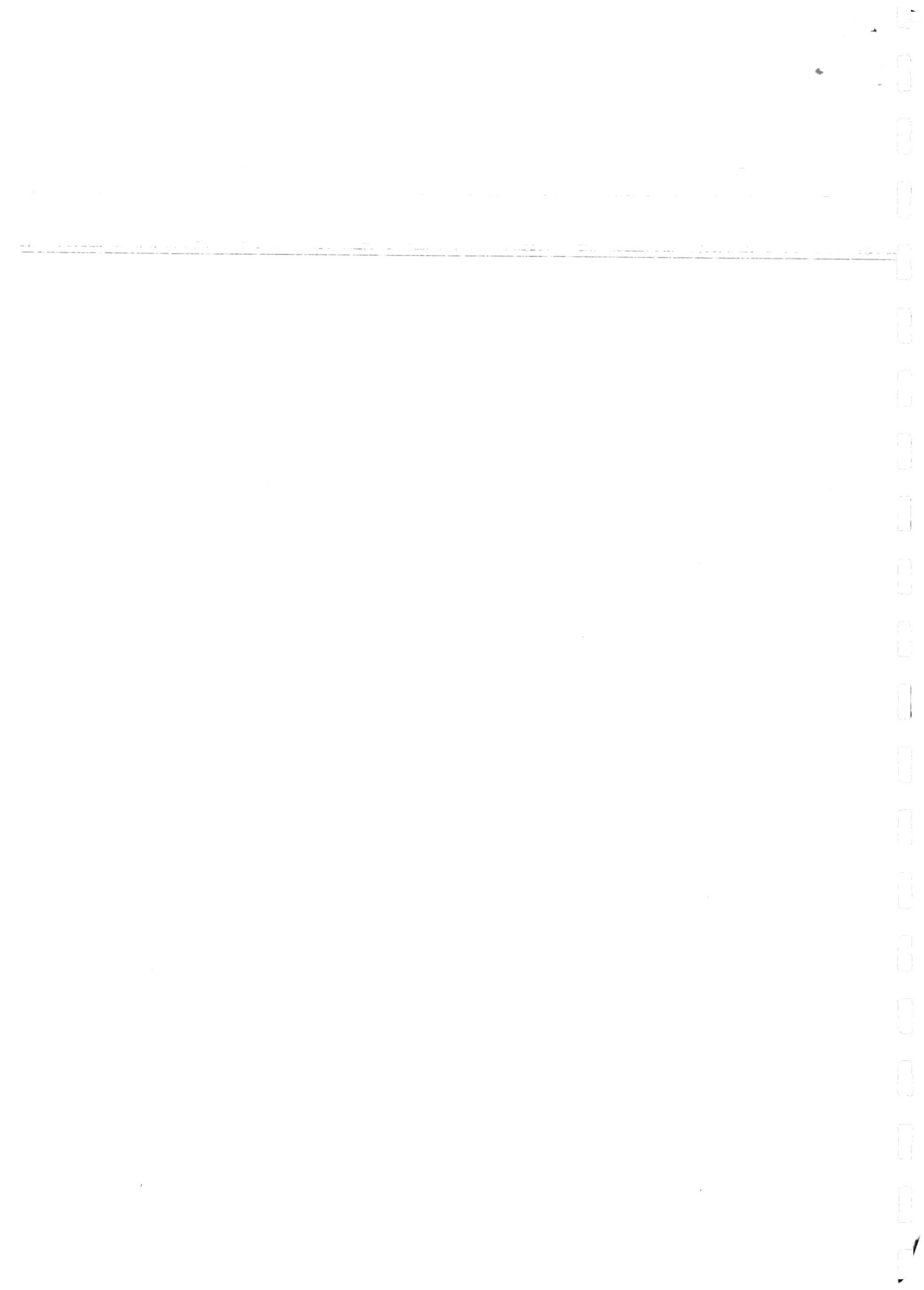
MINUTES OF THE 3RD SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR
AND SOCIAL WELFARE HELD AT NEW MEMBERS LOUNGE, MAIN PARLIAMENT
BUILDING ON 12TH FEBRUARY, 2015 AT 10.00 A.M.

PRESENT

1. Hon. David Were, MP - Chairperson.
2. Hon. Tiyah Galgalo, MP- Vice Chairperson
3. Hon. Peris Tobiko, MP
4. Hon. Janet Nangabo, MP
5. Hon. Jones Mlolwa, Mp
6. Hon. Janet Teyiaa, MP
7. Hon. John Ndirangu Kariuki, MP
8. Hon. John B. Serut, MP
9. Hon. Winnie Njuguna, MP
10. Hon. Samuel Gichigi, MP
11. Hon. Mwanyoha H. Mohammed, MP
12. Hon. Patrick Wangamati, MP
13. Hon. Mosomi Moindi, Mp
14. Hon. Cornelly Serem, Mp
15. Hon. Kinoti Gatobu, MP
16. Hon. Regina Nyeris, MP
17. Hon. Abdinoor Mohamed Ali, MP
18. Hon. Dan Wanyama, MP
19. Hon. John Omondi Ogutu, Mp

ABSENT

1. Hon. John Owuor Onyango Kobado, MP
2. Hon. Mustafa Idd, MP
3. Hon. Wesley Korir, MP
4. Hon. James Onyango K'oyoo, MP
5. Hon. Elijah Lagat, MP
6. Hon. Silvance Onyango Osele, MP
7. Hon. Aisha Jumwa Karisa, MP
8. Hon. Gladys Wanga, MP
9. Hon. Rose Museo Mumo, MP



NATIONAL ASSEMBLY SECRETARIAT

- | | |
|-------------------------------|------------------------------------|
| 1. Mr. Erick Nyambati | Third Clerk Assistant (Lead Clerk) |
| 2. Mr. Abdirahman Gele Hassan | Third Clerk Assistant |
| 3. Ms. Ella Kendi Mwenda | Third Clerk Assistant |
| 4. Ms. Clarah Kimeli | Legal Counsel I |

MINUTE NO.09/2015 PRELIMINARIES

The meeting was called to order at 10.20 a.m. and prayers were said by the Chairperson.

MINUTE NO. 10/2015 CONFIRMATION OF MINUTES

Confirmation of minutes were deferred to the next meeting.

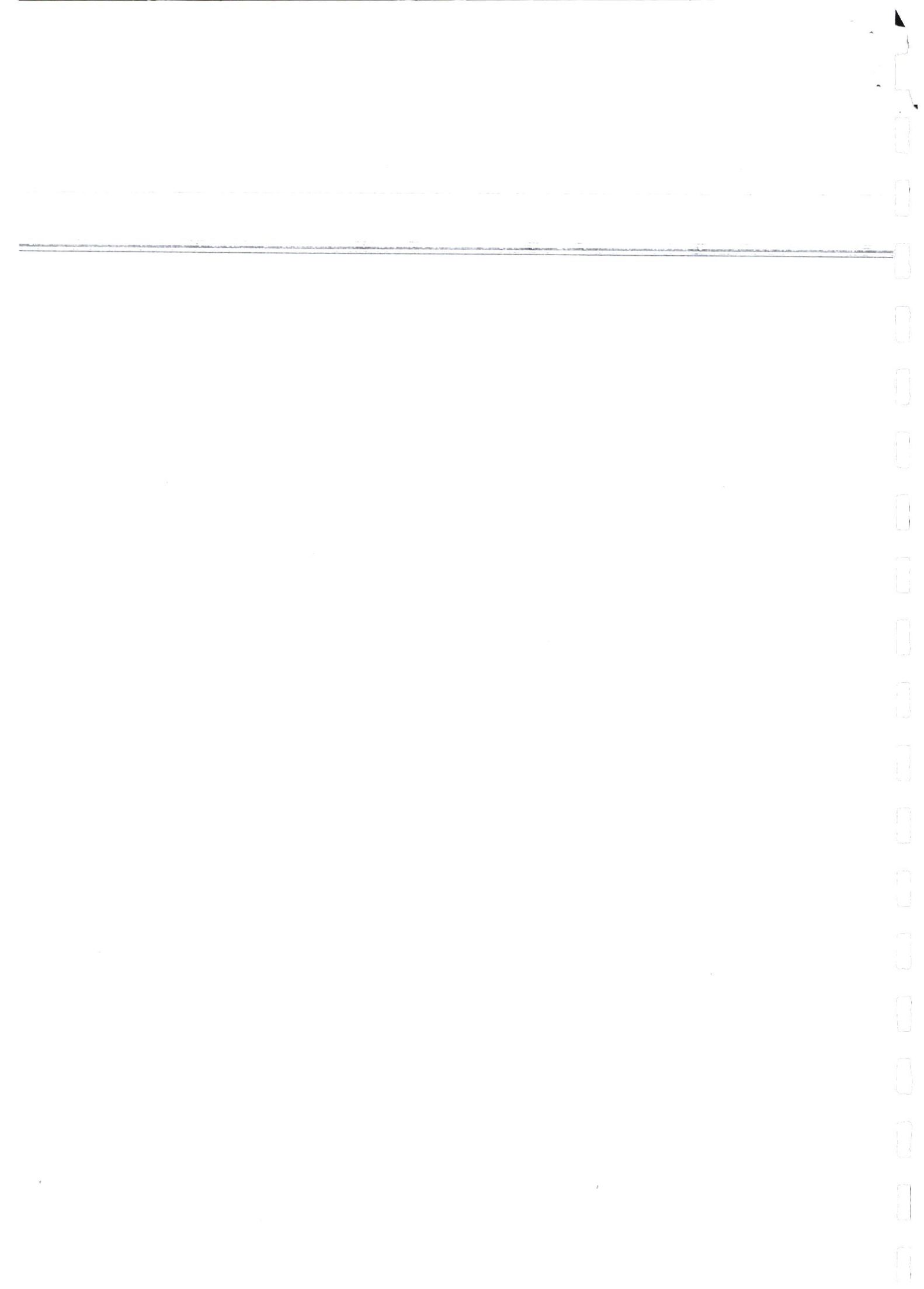
MINUTRE NO.11/2015 CONSIDERATION OF NGEC REPORT

The Committee considered the National Gender and Equality Commission report and made amendments to the observations and recommendations to read as follows:

(I) Observations

1. The allegation of employment of four staff in the Chairperson's office was not proven. All the staff in the Chairperson's office were employed competitively. Further, it was found that out of the four staff at her office, one was not from her community.
2. The general composition of staff at the Commission is wanting in terms of ethnicity. It was evident in the documents presented before the Committee that majority of the staff were predominantly Kikuyus, Luos, Luhyas and Kambas whereas the Commission is an Equality Commission which should be a champion of equity in terms of regional representation and ethnicity in the Public service and embracing the principles of diversity. However, it was established that the aforesaid staff were employed through a competitive process and most of them were inherited from the former Commission.
3. The Procurement Officer Mr. Christopher Keter alleged to have been sent away by the Chairperson was not proved. The Committee found out that Mr. Keter served his secondment period in the Commission for a period of three years and a

4. The allegation in the petition that the Chairperson single sourced the procurement of a law firm was not proven. There were no documents tendered before the Committee to substantiate the allegation laid against the Chairperson.
5. ~~There is constant conflict between the Chairperson and the Secretariat.~~ The Committee however established that this was due to lack of clarity of roles at the Commission as provided in the NGECA Act. The Act gives the Chairperson a role of supervision and directing but does not define the extent to which the Chairperson is to direct. On the other hand, the same Act does not provide the roles of the C.E.O.
6. The allegation of NGECA being at logger head with other Commissions was not proven.
7. Mr. Kirowo who is alleged to have given a bribe of Ksh.100,000/= to the Chairperson stated that he gave the bribe to an emissary whom he could not identify.
8. The allegation of changing the internal organizational structure of the Commission was not proved. The Committee established that consultations were still on going with the National Treasury upon approval by the Commission.
9. The swearing in of Dona Mokeira to take minutes on behalf of the C.E.O was a resolution of the board for purposes of confidentiality upon request by the C.E.O to be assisted in taking minutes. The Committee however observed that good governance require that the holder of the duty delegates it.
10. The signing of cheques by the Chairperson and one other Commissioner was vide a commission resolution and that the C.E.O was a mandatory signatory to every account in the Commission.
11. Two different pay slips for the Month of March, 2014 for one officer namely Mr. Nzioka Nzomo bearing the signature of the Chairperson in one and signature of the C.E.O in another were presented before the Committee thus the allegation of the Chairperson usurping the role of the C.E.O was not proven.



MINUTES OF THE 3RD SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR
AND SOCIAL WELFARE HELD AT NEW MEMBERS LOUNGE, MAIN PARLIAMENT
BUILDING ON 12TH FEBRUARY, 2015 AT 10.00 A.M.

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NATIONAL ASSEMBLY SECRETARIAT

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| 3. Ms. Ella Kendi Mwenda | Third Clerk Assistant |
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MINUTE NO.09/2015 PRELIMINARIES

The meeting was called to order at 10.20 a.m. and prayers were said by the Chairperson.

MINUTE NO. 10/2015 CONFIRMATION OF MINUTES

Confirmation of minutes were deferred to the next meeting.

MINUTRE NO.11/2015 CONSIDERATION OF NATIIONAL GENDER AND EQUALITY COMMISSION REPORT

The Committee considered the National Gender and Equality Commission report and made amendments to the observations and recommendations to read as follows:

(I) Observations

1. The allegation of employment of four staff in the Chairperson's office was not proven. All the staff in the Chairperson's office were employed competitively. Further, it was found that out of the four staff at her office, one was not from her community.
2. The general composition of staff at the Commission is wanting in terms of ethnicity. It was evident in the documents presented before the Committee that majority of the staff were predominantly Kikuyus, Luos, Luhyas and Kambas whereas the Commission is an Equality Commission which should be a champion of equity in terms of regional representation and ethnicity in the Public service and embracing the principles of diversity. However, it was established that the aforesaid staff were employed through a competitive process and most of them were inherited from the former Commission.
3. The Procurement Officer Mr. Christopher Keter alleged to have been sent away by the Chairperson was not proved. The Committee found out that Mr. Keter served his secondment period in the Commission for a period of three years and a

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further six months which was extended by the Ministry upon a request by the Commission.

4. The allegation in the petition that the Chairperson single sourced the procurement of a law firm was not proven. There were no documents tendered before the ~~Committee to substantiate the allegation laid against the Chairperson.~~
5. There is constant conflict between the Chairperson and the Secretariat. The Committee however established that this was due to lack of clarity of roles at the Commission as provided in the NGECA Act. The Act gives the Chairperson a role of supervision and directing but does not define the extent to which the Chairperson is to direct. On the other hand, the same Act does not provide the roles of the C.E.O.
6. The allegation of NGECA being at logger head with other Commissions was not proven.
7. Mr. Kirowo who is alleged to have given a bribe of Ksh.100,000/= to the Chairperson stated that he gave the bribe to an emissary whom he could not identify.
8. The allegation of changing the internal organizational structure of the Commission was not proved. The Committee established that consultations were still on going with the National Treasury upon approval by the Commission.
9. The swearing in of Dona Mokeira to take minutes on behalf of the C.E.O was a resolution of the board for purposes of confidentiality upon request by the C.E.O to be assisted in taking minutes. The Committee however observed that good governance require that the holder of the duty delegates it.
10. The signing of cheques by the Chairperson and one other Commissioner was vide a commission resolution and that the C.E.O was a mandatory signatory to every account in the Commission.
11. Two different pay slips for the Month of March, 2014 for one officer namely Mr. Nzioka Nzomo bearing the signature of the Chairperson in one and signature of the C.E.O in another were presented before the Committee thus the allegation of the Chairperson usurping the role of the C.E.O was not proven.

12. The Constitution and the National Gender and Equality Commissions Act have not been violated by the Chairperson.

(II) Recommendations:

1. The Commission should strive towards embracing ethnic diversity in employment and placement of staff in its future recruitments to reflect the face of Kenya.
2. The Criminal Investigation Department should investigate the source of the two pay slips for the month of March 2014 belonging to one Mr. Nzioka Nzomo an employee of the Commission which was tabled during the proceedings which bore the signature of the Chairperson and the C.E.O.
3. There is need to amend the National Gender and Equality Commission Act to provide for clear roles of the Secretariat and the full time Commissioners to ensure that Commissioners performs oversight roles as this will solve the role conflict which was witnessed.
4. The Committee resolves that the petition does not disclose grounds for the removal of Mrs. Winfred Lichuma as the Chairperson of NGEK under Article 251 (a), (b) and (d) of the Constitution of Kenya and should therefore be dismissed.

MINUTE NO.12/2015 ADOPTION OF REPORT REGARDING THE PETITION ON THE REMOVAL OF THE CHAIRPERSON NATIONAL GENDER AND EQUALITY COMMISSION

The Committee members present unanimously adopted the report regarding the petition on the removal of the Chairperson of the National Gender and Equality Commission.

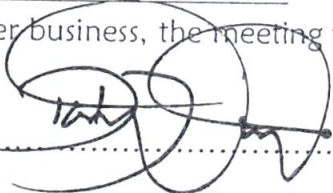
MINUTE NO.13/2015 CONSENSUS BUILDING ON THE TASSIA REPORT

The Committee members built consensus on the Tassia report that was adopted on 16th October, 2014 and agreed to forward the report for tabling.



MINUTE NO.14/2015 ADJOURNMENT

There being no other business, the meeting was adjourned at 12.20 p.m.

Signed 

(Chairperson)

Hon. David Were, MP

Date..... 17-02-2015

APPENDIX- 2

MINUTES OF THE 24th COMMISSION MEETING HELD ON WEDNESDAY 31st MARCH 2014 AT THE NGEC CHAIRPERSON'S BOARD ROOM STARTING 2.30 PM

Responsibility

PRESENT

1. Chairperson Winfred Lichuma, EBS. – Chairing
2. Vice Chairperson Joni Ndubai
3. Commissioner Gumato Ukur
4. Prof. Rose Odhiambo, HSC. – Commission Secretary/CEO

IN-ATTENDANCE

1. Juliana Mutisya – DCEO, Finance & Administration - Taking Minutes

MIN/199/2014: Preliminaries

The Chairperson called the meeting to order at 2.51pm and a word of prayer said by Commissioner Ndubai.

MIN/200/2014 Introduction and Adoption of the agenda

The meeting had one agenda but an amendment was made to add the agenda on annual leave of Commissioners. The agenda was then proposed by Commissioner Gumato and seconded by Commissioner Joni Ndubai as follows:-

1. Prayers
2. Adoption of agenda
3. Seconded Staff
4. Annual Leave Commutation for Commissioners

MIN/201/2014 SOCONDED STAFF

Following the freeze on employment by the Cabinet and subsequent communication from the National Treasury, the Commission requested for a seconded staff for the procurement and finance units of the Commission on 28th of February 2013. The request was for a Procurement Officer and a Senior Accountant.

A: PROCUREMENT OFFICER

The National Treasury seconded Mrs Saida Atikiya, a Supply Chain Management Officer I (Job Group K). She reported to the Commission on 10th of February 2014. This was communicated to the Commission through a letter dated 5th January 2014 indicating that she was serving as a Supply Chain Management Officer I job Group K. The same requested that the Commission sends an appointment letter showing clear terms of secondments to enable processing of her secondment. The same was sent on 6th of February 2014. The offer to Mrs. Saida was at Officer II in the Commission at a gross salary of KES 176,000. She signed the contract on 7th of February 2014.

The following issues were raised by the Commission on this matter:-

1. That job group K was too low for the position of Procurement Officer in the Commission and that a Supply Chain Management Officer I, is a junior officer in Government. The Commission required a Procurement Officer at the same level.
2. The salary attached to her position was a gross of KES 31,020 as at 17th April 2013. This was a further indicator of her level in GOK, thus confirming that she was too junior for the position of Procurement Officer in the Commission.

B: SENIOR ACCOUNTANT

Mr. Okal Narkisho was seconded to the Commission as Senior Accountant on 21st of February 2014. He reported to the Commission on 5th March 2014. He did not assume duties in the Commission.

The following issues were raised:-

1. A circular released from the National Treasury with a list of all seconded and transferred officers in the accounting field listed Mr.

Narkisho as an accountant and not a Senior Accountant as the Commission had requested.

2. That the officer had been working in Laikipia district. The Commission was concerned that the kind of exposure to financial management and IFMIS administration requested may not be met through the officer selected by the National Treasury.

Conclusion

In Line of the issues raised about the two officers, the Commission upon deliberation resolved that the two officers were not at the level the Commission had required the seconded officers to be.

Commission Decision

1. The Commission resolved to return the officers to the National Treasury as they did not meet the requirements of the Commission.
2. That the Commission will not pay the salary earned by the Procurement Officer as she was paid by the National Treasury.
3. The Commission resolved to advertise for the Accountant and Senior Procurement Officer alongside those of secretaries (- 4), PAs (2) to new Commissioners, drivers (2), sign language interpreter, and hire competitively.
4. That the advertisement for the positions be done immediately.

MIN/202/2014 ANNUAL LEAVE COMMUTATION FOR COMMISSIONERS

The Commission noted that due to a heavy work load, the Commissioners had not utilized all the leave days for the year 2013-2014. Upon deliberation it was agreed that a claim for commutation is put to the National Treasury as follows:-

- a) Chairperson 20 days as she had only utilized 10 days;
- b) Commissioner Gumato, 20 days as she had only utilized 10 days; and
- c) Commissioner Ndubai, 30 days as he had not utilized any of his leave days.

Decision

That the Commissioners will commute the balance of leave days not utilized.

MIN/203/2014 ADJOURNMENT

There being no other business, the meeting adjourned at 4pm with a word of prayer by

MINUTES SIGNED FOR CIRCULATION:

RAEg
Prof. Rose Odhiambo, HSC.
Commission Secretary / CEO.

MINUTES CONFIRMED THIS *2nd* DAY OF *April* 2013 *+*

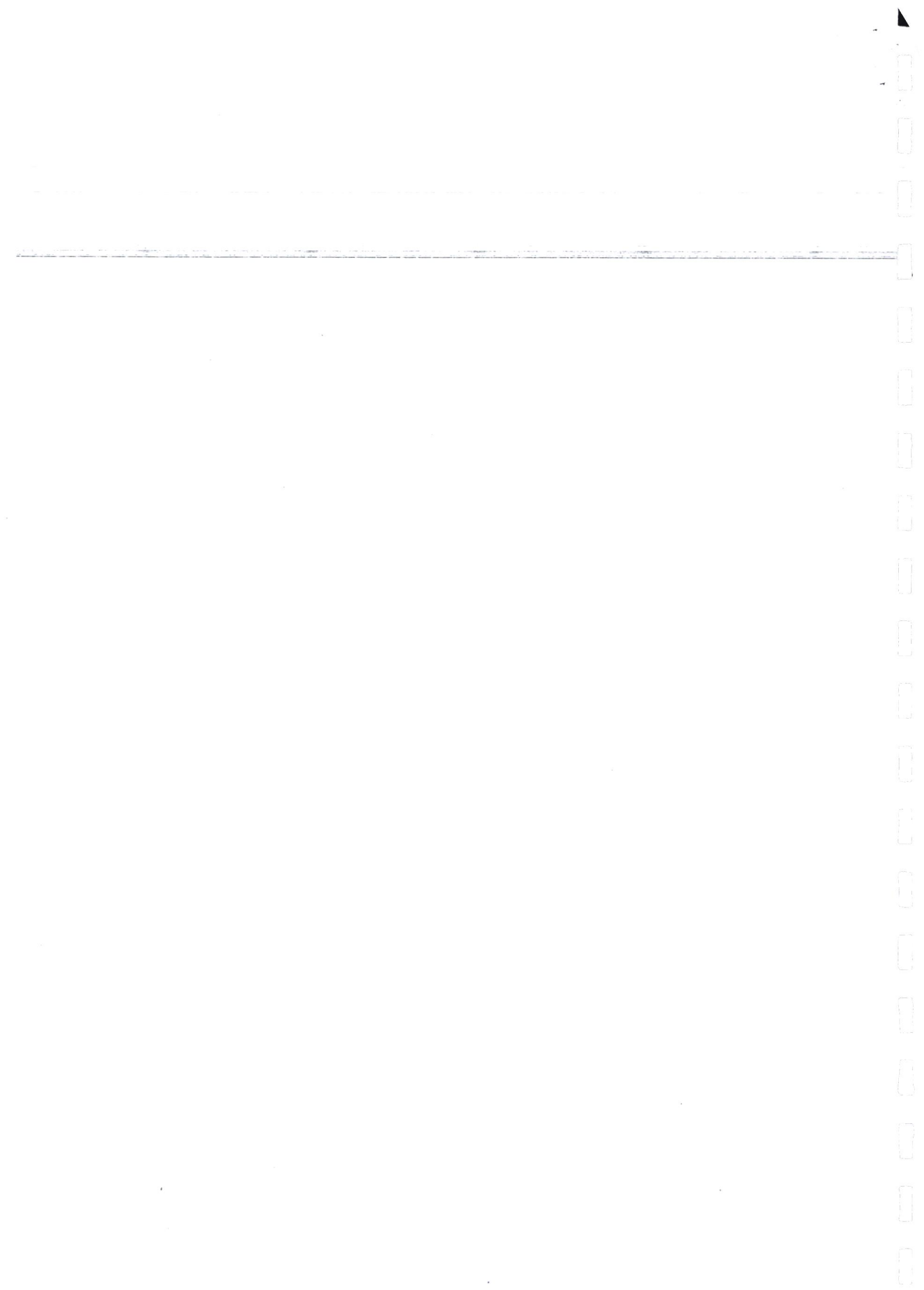
SIGNED BY:

W. Lichuma
Comm. Winfred Lichuma, EBS.
Chairperson

RAEg
Prof. Rose Odhiambo, HSC.
Commission Secretary/CEO



APPENDIX- 3



Winfred Lichuma

From: Dr Florence Wachira
Sent: 03 July 2014 17:48
To: Commissioners; Winfred Lichuma; Winfred Lichuma; gumatoukur@yahoo.com; Gumato Ukur; ndubainjoni@yahoo.com; Florence Wachira
Subject: commission meeting on 13th July 2014
Attachments: COMMISSION MEETING ON 3RD JULY.docx; NGECC ORGANIZATION STRUCTURE AND STAFFING- MAY 2014 (2).doc

Chairperson and commissioners,

Please find attached notes of what we agreed on today(13th July) in our meeting to enable you start on what you were to do before the next meeting.

I have also emailed the structure document to all of you as agreed.

Kindly confirm receipt of both documents

I will appreciate

Kind regards and a good evening to you all

Comm.(Dr) Florence Nyokabi Wachira, MBS.

NOTES ON COMMISSION MEETING OF 3RD JULY, 2014

Note: These are not minutes but a reminder of what was agreed on today in our meeting.

PRESENT: Chairperson and all Commissioners

AGENDA

- Reflection on the training on corporate Governance held between 30th June and 2nd July 2014
- Key areas of Consideration in Improving how we do things as a Commission

1. REFLECTION ON THE TRAINING ON CORPORATE GOVERNANCE HELD BETWEEN 30TH JUNE AND 2ND JULY 2014

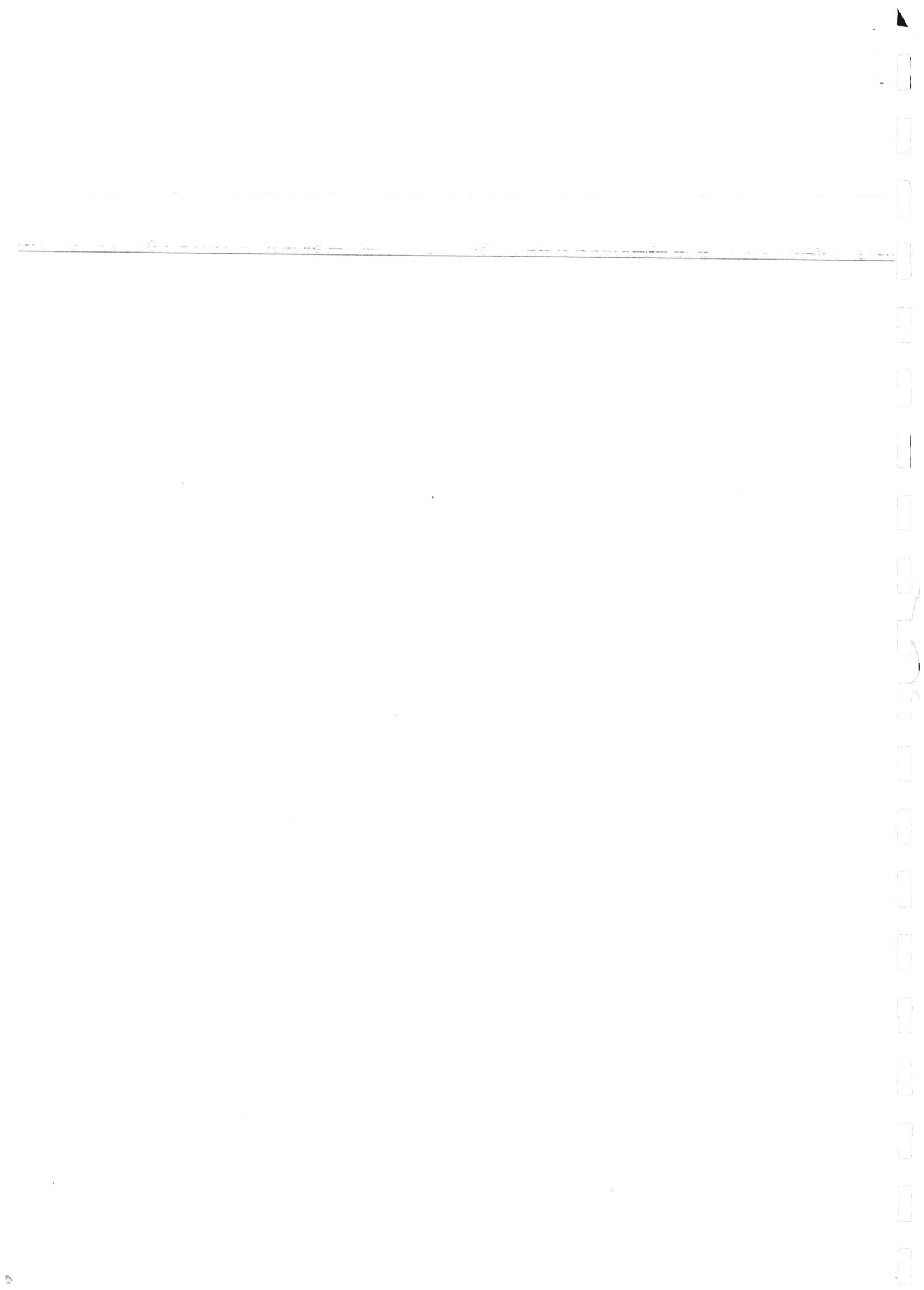
TAKE HOME MESSAGES

- i) We need to put our house in order
- ii) To work harmoniously by deciding how we shall communicate between ourselves and with the staff/ enhance team work
- iii) We need to re-think how we run the programs to avoid compartmentalization
- iv) Re-think about how to ensure the experience we get is useful for future careers / the role of the Chairperson in this?
- v) The need for the commission to take charge of what goes on in this organization
- vi) Need to think about our independence as a Commission vis a vis Government controls
- vii) Our vision, Mission to guide us
- viii) Need to refocus on our roles in Budgeting; work plans
- ix) How do we evaluate ourselves as a Commission?
- x) Need to Review / Finalize/ develop policy documents-follow up on approved ones for implementation
- xi) Commission should be the originator of programs
- xii) Commissioners are full time-how do we engage ourselves fully?
- xiii) What is our strategy and how do we firm up on an appropriate structure to implement / Finalize review of our organization structure/ suitability interviews? / possibility of replacing those not performing?
- xiv) Setting up of controls

2. KEY AREAS OF CONSIDERATION IN IMPROVING HOW WE DO THINGS AS A COMMISSION

- i) Development of a Board Manual to contain:

- ✓ The Board Charter
- ✓ Code of Conduct
- ✓ Self-Evaluation as a Commission
- ✓ Continuing Professional Development
 - (There is need for commissioners to check what others have included in Board Manuals-Benchmark)



ii) Communication Strategy

- ✓ -For internal and external Stakeholders
- ✓ -Commissioners to read the draft submitted by Management- TORs of the Consultancy to be availed to Commissioners
- ✓ -Chair to get in touch with Consultant to get him present to the Commission

iii) Commission Meetings

- ✓ To be held Monthly
- ✓ On last Thursday of the month
- ✓ Between 9.00 am-1.00pm
- ✓ Control of meeting to include that each commissioner will get at least 2 chances to respond to an issue under discussion
- ✓ Agenda to originate from the Chairperson in consultation with CEO but a Commissioner is free to propose an item of agenda to the Chair as need be

Monthly, the meeting will have

- reports on planned monthly activities
- reports of what has taken place (updates)

Quarterly, meetings will have : Committee reports/ management reports

- ✓ Important for Commissioners to remain respectful during the meeting especially in regard to language/ deal with issues not persons

✓ Minute taking:

The commission agreed the PA to the Chair to take minutes in Commission meetings
PA to be sworn to confidentiality

- Minutes to be ready for distribution 3 days after the meeting
- time lines for implementation of decisions by Commission to be decided in the Meeting
- Chair to follow up as part of her supervision of CEO

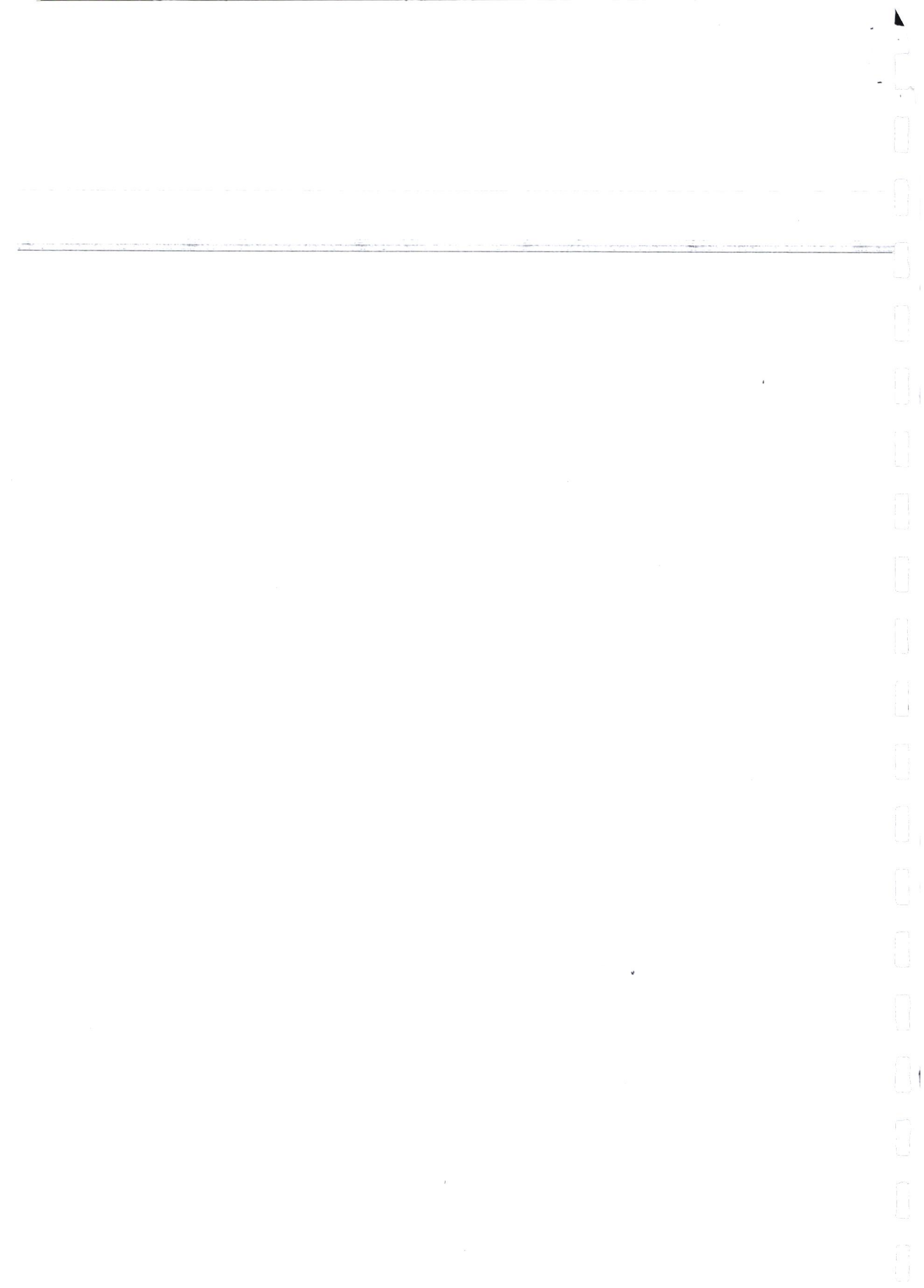
IV Internal Controls

These to include Policies on:

- ✓ HR- Training/ discipline/leave/ induction(Commission to finalize on HR manual)
- ✓ Finance
- ✓ Procurement
- ✓ Risk- to cover IT/Finance/HR/Programs
- ✓ Audit

V) Budget

Commission to:



- ✓ get the GOK budget calendar ASAP
- ✓ Study the current budgetary provisions and donor money available for the year
- ✓ Reorganize budget to reflect activities to be undertaken in each program.
- ✓ ~~decide on priority programs for this year~~
- ✓ Consider making heads of programs AIE holders(internally)

vi) Final accounts for the year 2013/2014 to be ready by end of July

-Commission to approve before 15th August, 2014

vii) Restructuring of NGECC

- -Comm. Nyokabi to forward the structure agreed in commission meeting to commissioners
- -Commissioners to study it and think of how it can be improved and strategy for implementation
- to be discussed in commission meeting in the week beginning 14th July, 2014

viii) Internal Audit report to be discussed in next Commission meeting

➤ This is the report done by the audit committee on request by Chairperson

ix) Committees

The Commission proposed the following Committees. Each to be chaired by a Commissioner.

Suitable secretarial staff to be co-opted as Secretaries of the Committees

a) AUDIT Committee : Chair- Comm. Ndubai

Members: -Comm. Gumato
-Comm. Nyokabi

b) Finance and HR: Chair: Comm. Nyokabi

Member: Comm. Gumato

b) Programs Committee: Chair-Comm. Gumato

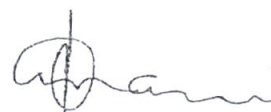
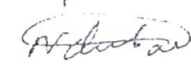
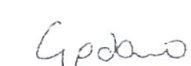
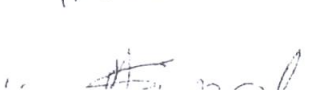
Member: Comm. Lichuma

AGREED:

- Each committee to develop their TORs by 7th July, 2014 but these to be discussed in a 2 day meeting to be scheduled in the week beginning 14th July, 2014.
- The same meeting will finalize on the Budget allocations for the agreed priority activities for the year 2014/ 2015 and a work-plan for the Commissioners

.....

.....

AGREED Lichuma 13/7/2014 
 imon NDUBAI 13/7/2014 
 Gumato UKW 13/7/2014 
 Lichuma 13/7/2014 



Responsibility

MINUTES OF THE 28TH COMMISSION MEETING HELD ON MONDAY 21ST JULY, 2014 AT THE NGEC BOARDROOM.

PRESENT:

1. Commissioner Winfred Lichuma EBS. – Chairing
2. Commissioner Simon Ndubai – Vice Chairperson
3. Commissioner Gumato Ukur
4. Commissioner Dr. Florence Nyokabi MBS
5. Prof. Rose Odhiambo, HSC - Commission Secretary /CEO

IN ATTENDANCE:

1. Paul Kuria – Deputy Commission Secretary, Programs and Research
2. Juliana Mutisya - Deputy Commission Secretary, Finance, HR and Administration
3. Dona Anyona - Taking Minutes

WELCOMING REMARKS.

The meeting was called to order at 9.30 am by the Chairperson followed by a word of prayer from the Commission Secretary. The Personal Assistant to the Chairperson was introduced to the members having been sworn in on 21st July 23, 2014, to uphold utmost confidentiality in undertaking her new role of taking minutes for the Statutory Commissioners meetings.

MIN/ 236/2014: ADOPTION OF THE AGENDA.

The agenda below was adopted with proposals to include Committees of the Commission and regional offices. The approvals of programme activities for the 1st quarter and the procurement plan were removed from the agenda. The Deputy CEO's for Research and Programmes and Finance and Administration were to join the meeting during discussions on programmes and Finance.

APPENDIX- 4



Responsibility

MINUTES NO2 OF 2012 OF COMMISSION MEETING ON 8TH NOVEMBER 2012 AT NGENC BOARDROOM NSSF BUILDING 24TH FLOOR AT 10.00 AM

PRESENT

1. Winfred Lichuma - Chairperson
2. Tache Bonsa Gollo – Vice Chairperson
3. Naomy Wangai – Commissioner
4. Simon Joni Ndubai – Commissioner
5. Dr. Rose Odhiambo – CEO – Taking Minutes

OPENING REMARKS

The Chairperson called the meeting to order at 10.00am followed by a word of prayer from Commissioner Naomy.

MIN. 131/2012: AGENDAS

The following Agendas were tabled for discussion.

1. Apologies
2. Procurement
3. Staff training
4. Human resource policy
5. Commissioner Tache's allowance
6. Work plan and budget 2012
7. Change of signatories
8. AOB

MIN. 132/2012: CONFIRMATION OF THE MINUTES OF THE PREVIOUS MEETING

Minutes were proposed by Comm. Tache and seconded by Comm. Naomy and confirmed as true record of the discussions

R.A.O.

The Chairperson informed commissioners on the following:

- The Commission will have to change some of the activities for Ford Foundation budget to realign them with NGEK work plan.
- IPAS alliance gave Commission Ksh.3 million and NGEK will be offering training on 12th -13th on ECOSOC rights. IPAS are procuring hotel and paying consultants while the Commission is paying for dinner and transport to and from the venue.
- UNFPA has not given funding, including handing over the vehicle to NGEK.
- Finnish embassy have proposed funding Article 59 Commissions separately from the previous UNDP arrangement where money was pooled together in a basket and administered by Kenya National Commission on Human Rights.
- Ford Foundation funding will come in January 2013.
- DSW programme - Margaret Muthee will replace the late Charity Oduk who was on this program for further remainder of the period.
- Deaf person from Finnish embassy has proposed to visit the Commission on 26th November 2012, and the Commission is to be involved in facilitating a programme for the same with financial support from the Finnish Embassy.
- Disability money from office of High Commission on Human Rights has not been found because they have closed the year, we shall resubmit the proposal.

MIN. 133/2012: MATTERS ARISING FROM THE MINUTES

Office space: It was reported that earlier Abcorn House situated around Nyayo Stadium had been identified by the Commission, but the Tender Committee rejected it on security grounds. Procurement Office and the Commission Secretary are now working on acquiring Crescent Business Centre. So far, the Commission has secured the third floor of the same building and only a few issues remain before we can proceed to draw the contract for six year lease. The three issues being sorted out between the Commission, Ministry of Housing and Crescent Business managers are:-

1. **Deposit on rent:** The Land lord is seeking a three months deposit or a commercial bank bond of an equivalent amount. However, the government was insisting that they usually don't pay deposit on rent
2. **Legal fees:** The landlord further insists that the legal fees should be covered by the Commission. However, the Government has indicated that the GOK does prepare lease agreements including registration of lease at no cost to both the Commission and the landlord will not pay the legal fees.
3. **Guarantors:** The Landlord wanted the Commission (and for this matter, the government) to provide at least three guarantors to guarantee in case of default in payments. The government however indicates that they do not give guarantors and no institution or person can guarantee the Government.

The office space is at Crescent Business Center in Parklands. It is 13,852 SQ feet with 18 parking slots. The Commission approved this move and requested for this process to be fast tracked and facilitated as a matter of urgency.

Mr. Nyatuga's Party:

It was reported by the CEO that Mr. Nyatuga came and handed over, and the handing over report which was forwarded to the Chairperson. It was also reported that the SEWELA Lodge sent a cheque of Ksh 500,000/= in a postdated form. It was proposed that the Commission wait for the cheque to mature before paying final benefits to Mr. Nyatuga since he was in charge of the transaction at the time the double payment was made.

Audit of Accounts:

The Commission was informed that Audit of NGEC Government Account is ongoing at the National Audit Office and the Chairperson had not been notified. UNFPA Account had been Audited and the report will be communicated officially to the Commission Secretary. The CEO was asked to fast track this and report accordingly.

CEO

Recruitment of NGEC Commissioner:

It was reported that the Chairperson is following on the recruitment of the Commissioner but there is no timeframe for the appointment. Interviews had been done but the Office of the President in consultation with the Prime Minister has not submitted the same for approval by Parliament.

Chair

Interview updates:

The interviews for the Deputy Secretary Programmes and Research, Internal Auditor and Procurement Officer were conducted successfully on 5th, 6th and 7th of November 2012 respectively, by Commissioners Lichuma, Tache, Naomy and Ndubai

MIN. 134/2012: PROCUREMENT

The Commission was informed that the Deputy Commission Secretary Finance and Administration, Ms. Juliana Mutisya was temporarily appointed to Chair the Tender Committee as the Commission reorganized various Committees. The Commission agreed that Ms Juliana will chair the Tender Committee temporarily till the Deputy Commission Secretary, Programmes and Research reports.

MIN. 135/2012: STAFF TRAINING:

The Commission was informed that retreat with the Ministry of Gender, Children and Social Development and the National Gender and Equality Commission had been proposed and the dates for the meeting will be reconciled with strategic plan meeting. The CEO and Chairperson consult on this and inform the Commissioners.

CEO and Chairperson

MIN. 136/2012: HUMAN RESOURCE POLICIES

Consultants from the Department of Personnel Management currently Ministry of State for Public Service who have been recruited to develop the NGECE Human Resource Manual have engaged Commission Staff at various levels to enable them come up with the Human Resource Manual. It was reported that the Consultants have requested to meet with Commissioners individually to share with the Commissioners the Human Resource Policy issues on 9th November, 2012, as follows:

- ❖ Comm Naomy- 9:00am
- ❖ Comm Tache - 10:00am
- ❖ Comm Ndubai - 11:00am

It was further noted that the team had already met with the Chairperson.

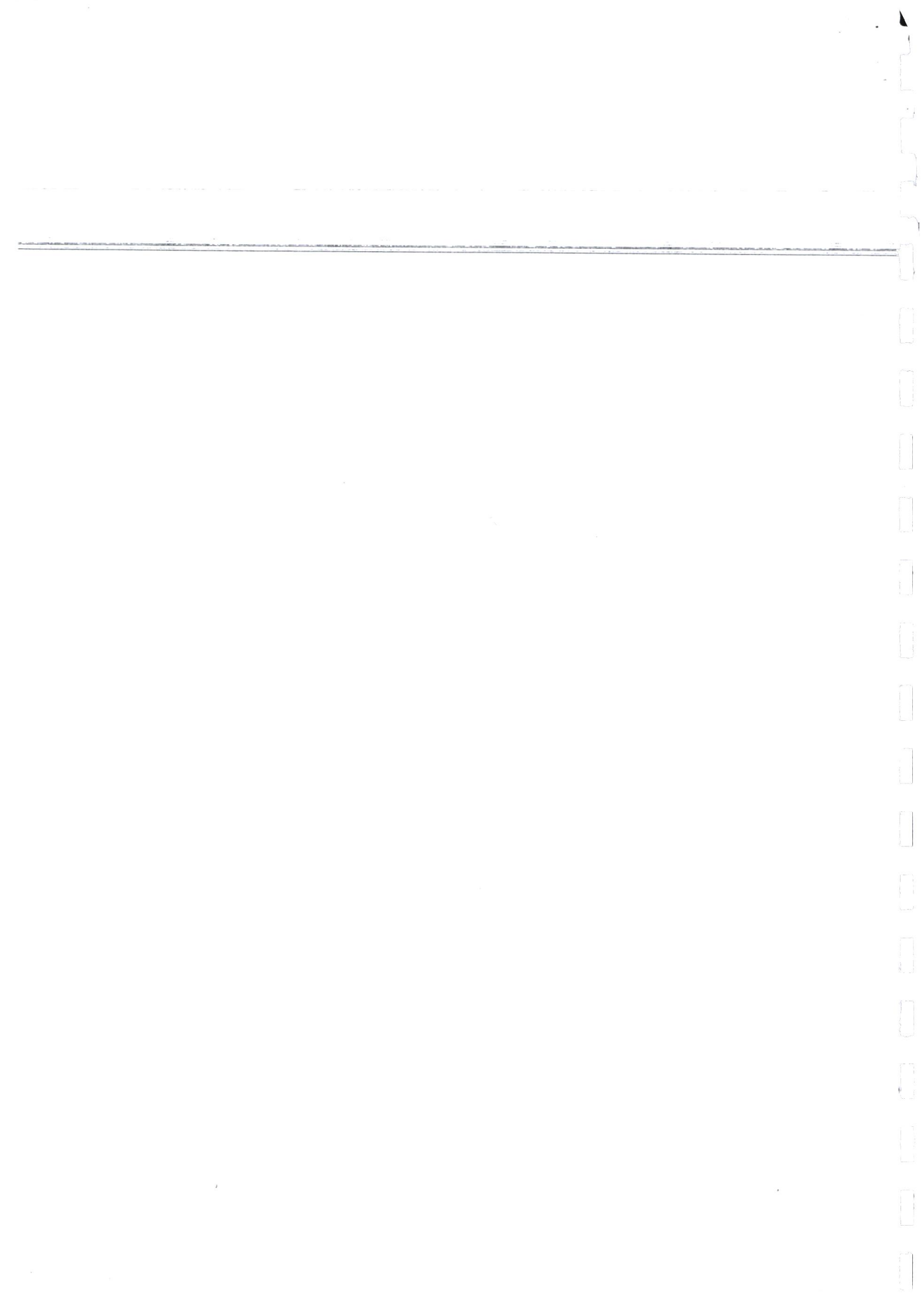
MIN. 137/2012: COMMISSIONER TACHE'S ALLOWANCES

Report on payment of accommodation allowance to Commissioner Tache Bansa Gollo while on official duty between 1st September 2011 to 6th August 2012 :Reference was made to the letter Ref. NGECE/208/2012, dated 22nd August 2012 addressed to the Chairperson of NGECE The details of the pending payments are stated below:

- 1) 14th November 2008: With reference to the minutes for the Special Board meeting held on Friday 14th November, 2008 at NSSF building NCGD Board room at 9.00 a.m- Min 15/2008 on review of sitting and accommodation allowance for Commissioners, the Board approved an increase of accommodation allowance from Kshs, 4,000 to Kshs. 8,000, which was paid in arrears effective 1st July, 2008. Reference Document - (Guidelines on terms and conditions of service for state corporations' Chief Executive Officers, Chairmen and Board Members, Management staff and Unionisable staff – pg 41)
- 2) On 28th June 2010, the then Board of NCGD approved the payment of accommodation allowance of kshs. 13,000 per day to Commission staff effective 1st July 2010. The only Commissioner then who served on full time term basis was the Chairperson of the Commission. This rate was also used whenever any of the other Commissioners who were on part time terms accompanied the Commission

QAO





staff for field activities.

- 3) However Commissioner Tache's accommodation rate while on official duty in Nairobi was not adjusted from Kes. 8,000 to kshs.13,000 with effect from 1st July 2010, since minute 13/2010 on the Director's report was not clear on whether the adjustment of the accommodation allowance included Commissioners or not. Reference document (Director's report presented to the Board meeting held on 28th June, 2010 – 7.8). However on all other occasions when the Commissioner was on official duty he was paid accommodation allowance at Kes. 13,000.

- 4) On 6th August 2012, the Board of National Gender and Equality Commission approved payment of accommodation allowance of Kshs. 13,000 to Commissioner Tache while on official duty both in and outside Nairobi based on a circular from Salaries and Remuneration Commission ref. no. SRC/AG/VOL.1(19) dated 25th June 2012.

The Commission Secretary noted that the claim was for a period when she was not at the Commission. Enclosures: The supporting documents are annexed for confirmation.

This has been a Commission's pending issue for some time. The Commission Secretary sought the approval of Commissioners to pay Commissioner Tache Ksh.780,000, which was pending allowances for the previous year, 2011 as stated above.

Way forward

It was discussed and agreed that the documents produced showed there was underpayment. The Commission authorized the Commission Secretary to pay sum of Kshs.780, 000/= (seven hundred and eighty thousand only) to Commissioner Tache.

Pending statutory deductions

The Commission discussed and endorsed payment of the late statutory deductions amounting to KES-1,776,816, (PAYE on board allowances, KES 1,227,000, PAYE on Commissioners mobile allowances, KES 9,000, PAYE on staff gratuity, KES 322, 736, withholding tax on consultancies, KES 218,080). The Commission directed that there should be no more claims on errors on payments given to Commissioners for previous years. The Commissioners proposed inclusion of Financial Management System on NGEC finances which will be discussed by the Deputy Commission Secretary, Finance and Administration on 26th November, 2012. The Commission also directed that Ms. Emily Moraa who was the Accountant during the last financial year be given a warning letter to show cause why statutory deductions for last financial year delayed.

CEO



MIN. 138/2012: WORK PLAN AND BUDGET FOR 2012/2013

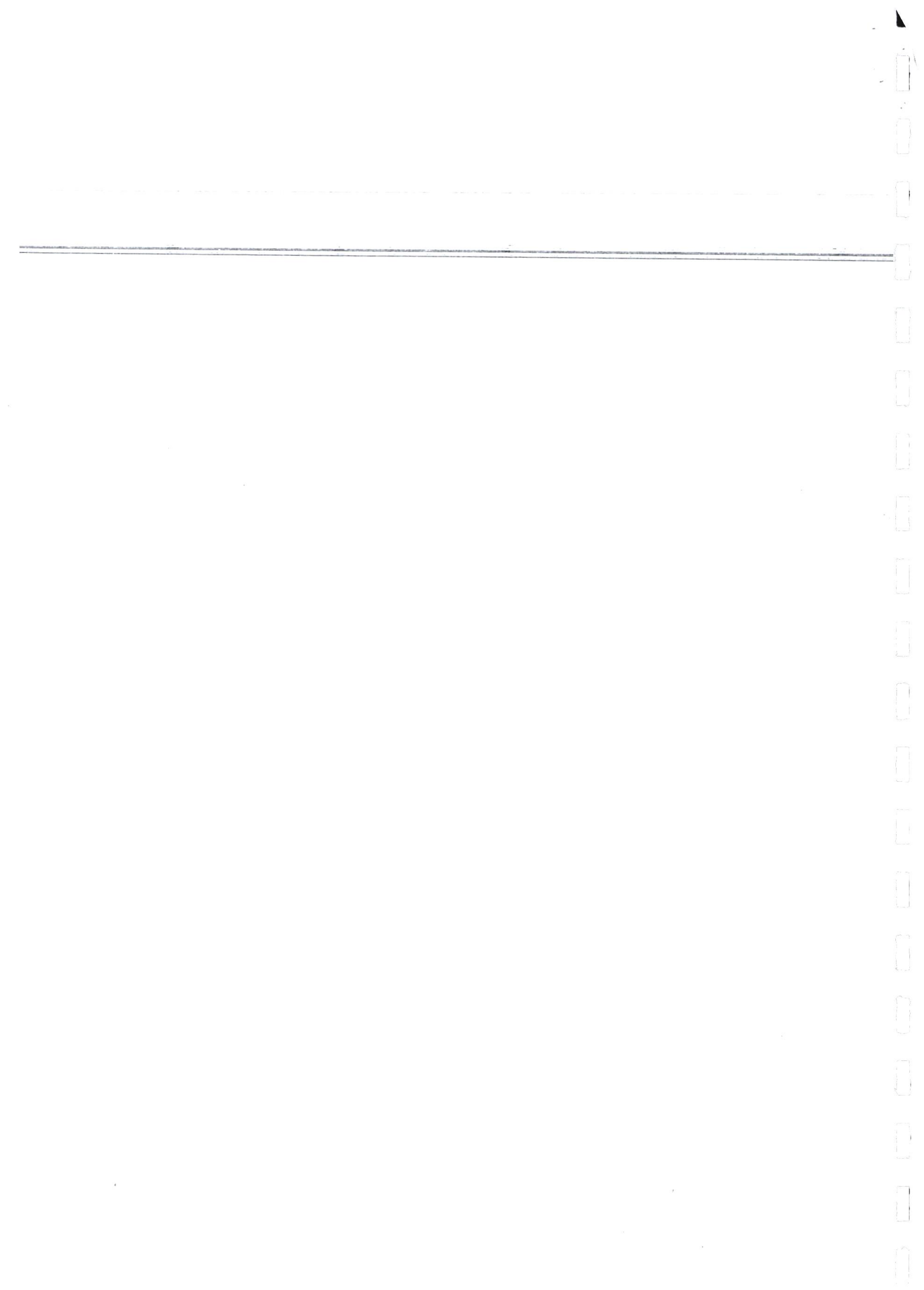
It was reported that the Commission was directed by Treasury to reduce most of its activities in the work plan, and align them with the available funds allocated to NGEK of Ksh.280,000,000 (two hundred and eighty million only) and resubmit the work plan and budget to Treasury.

It was proposed that the Chairperson go to Treasury to meet with the Permanent Secretary on budget reallocation on Tuesday 13th November, 2012. The purpose of meeting with the Permanent Secretary Ministry of Finance ~~will be to ask for more money~~ for County offices, rents, recruitments of more staff, programmes, office space and vehicles.

MIN. 139/2012: CHANGE OF SIGNATORIES

The Commission Secretary raised concerns on whether the Commissioners should be signatories to the accounts. The Secretary suggested that only the Commission Secretary/CEO and Deputy Commission Secretary Finance and Administration be signatories to the NGEK bank accounts and that if more signatories are needed then the Commission will decide. It was noted that Commissioners and Chairpersons in other Commissions are appointed signatories to bank accounts and NGEK need to adopt best practices from other Commissions. The Commission discussed and resolved that Chairperson Winfred Lichuma, Commissioner Simon Ndubai, Dr. Rose Odhiambo and Juliana Mutisya be signatories to the Bank Accounts as listed below: -

Account Name	Bank	Branch	Account Number	Previous Signatories	Current Signatories
National Gender and Equality Commission	Equity Bank	Community Corporate Branch	'0180293747588	• Emily Ongaga • Chairperson Winfred Lichuma • Comm. Simon Ndubai	1. Chairperson: Winfred Lichuma 2. Dr. Rose Odhiambo 3. Comm. Simon Ndubai 4. Juliana Mutisya
National Gender and Equality Commission	Kenya Commercial Bank	Milimani Branch	'1103269267	• Emily Ongaga • Chairperson Winfred Lichuma • Comm. Simon Ndubai	1. Chairperson: Winfred Lichuma 2. Dr. Rose Odhiambo 3. Comm. Simon Ndubai 4. Juliana Mutisya
National Gender and Equality Commission	Commercial Bank of Africa	Westlands Branch	6606470017	• Emily Ongaga • Chairperson Winfred Lichuma	1. Chairperson: Winfred Lichuma 2. Dr. Rose Odhiambo

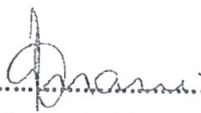


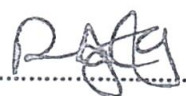
Equality Commission				son Winfred Lichuma • Comm. Tache Bonsa Gollo	Odhiambo 3. Comm. Simon Ndubai 4. Juliana Mutisya
National Gender and Equality Commission	Commercial Bank of Africa	Milimani Branch	6606470025	• Emily Ongaga • Chairperson Winfred Lichuma • Comm. Tache Bonsa Gollo	1. Chairperson: Winfred Lichuma 2. Dr. Rose Odhiambo 3. Comm. Simon Ndubai 4. Juliana Mutisya

There being no other business the meeting closed at 6.15 p.m. and the next date for special meeting to discuss finance was proposed to be on 26/11/2012 at 2.30 p.m. at the Commission's Boardroom.

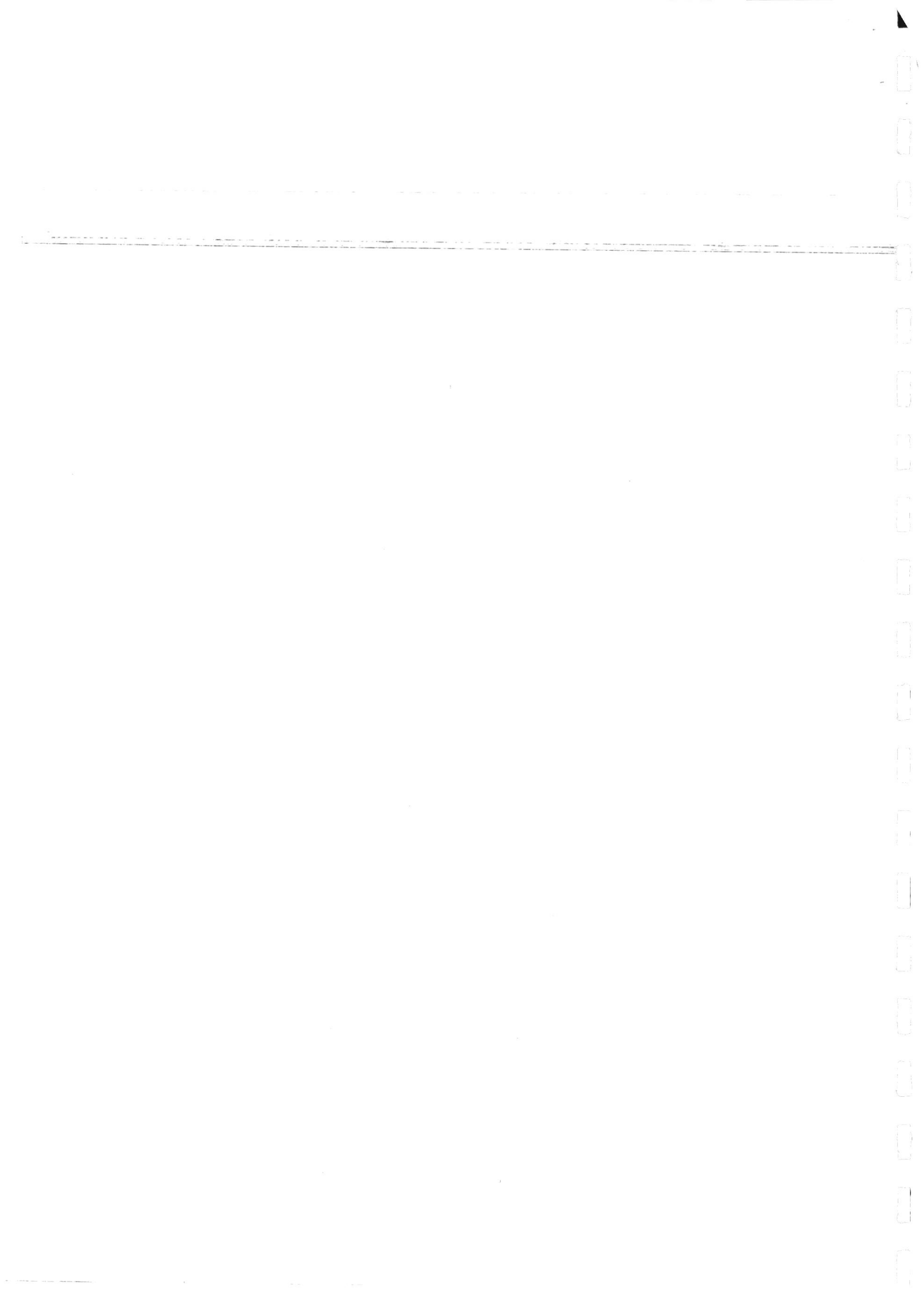
MINUTES CONFIRMED THIS 28th DAY OF DECEMBER 2012

SIGNED BY:

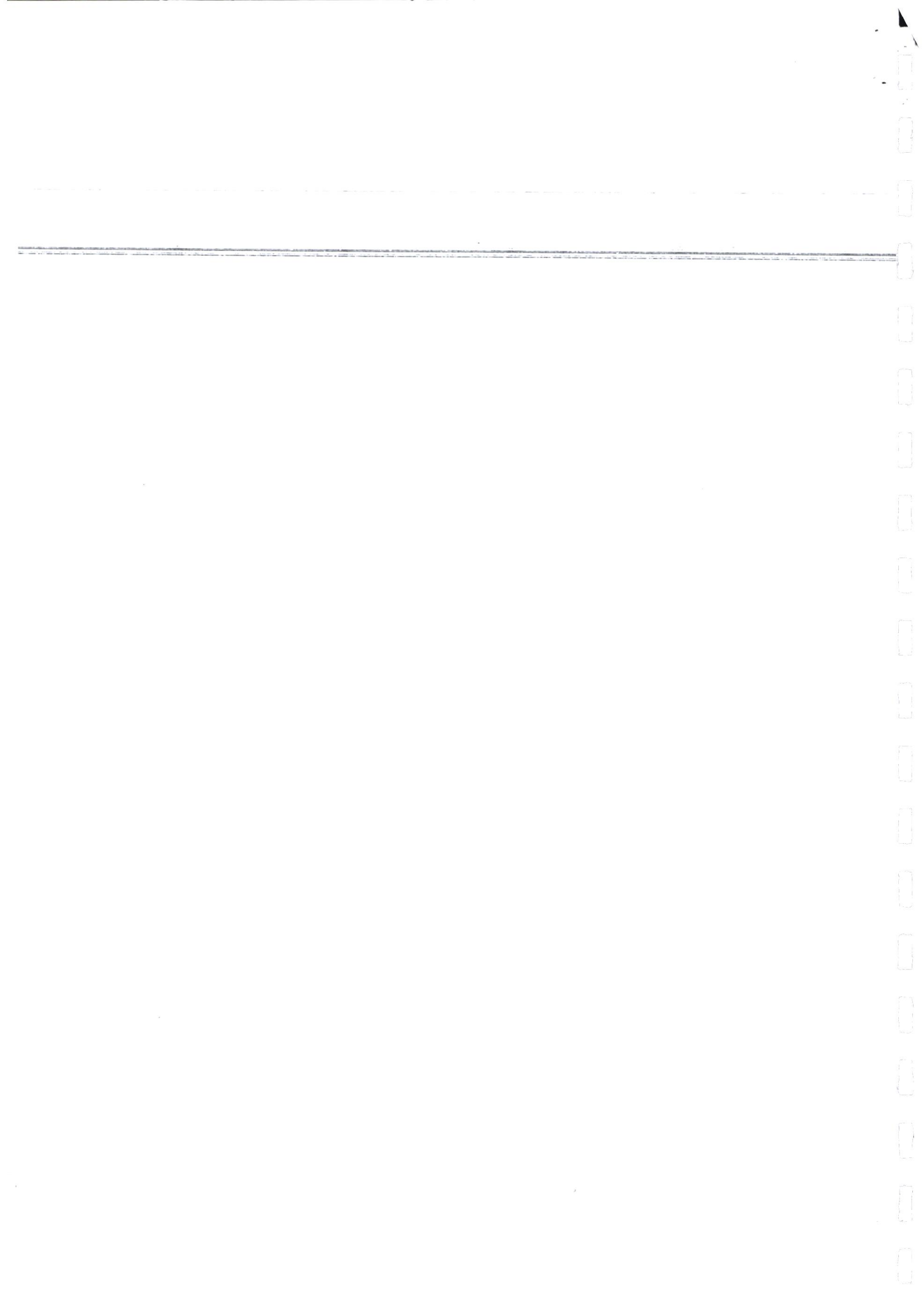

.....
Comm. Winfred Lichuma
Chairperson


.....
Dr. Rose Odhiambo
Commission Secretary/CEO





APPENDIX- 5



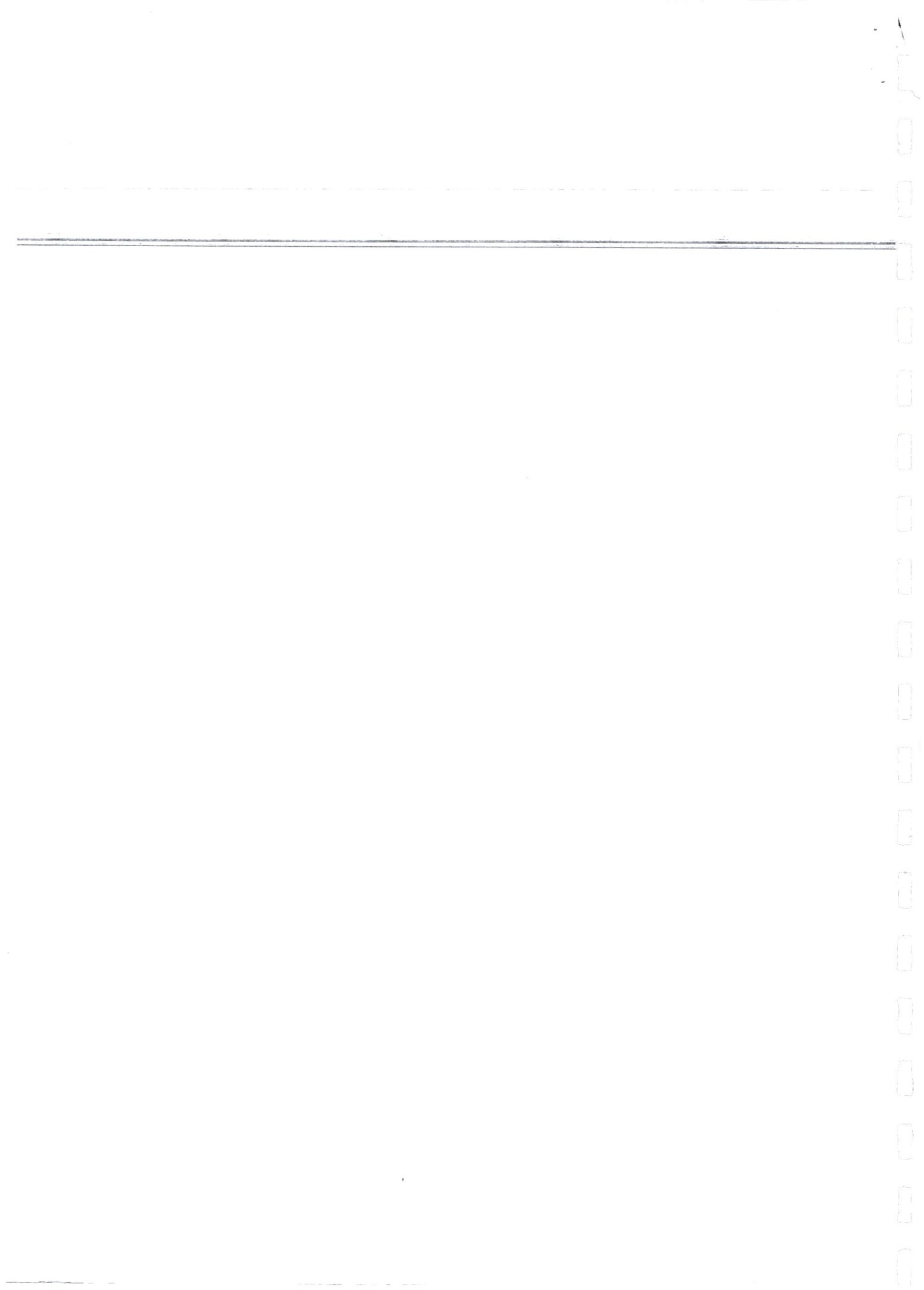
NATIONAL GENDER AND EQUALITY COMMISSION
PAYROLL FOR THE MONTH OF MARCH 2014



PAY MONTH	Mar-14
PIROLL NO.	
NAME	Nzioka John Nzomo
DEPT	Programme Officer
BASIC(Monthly)	110,000.00
House Allowance	30,000.00
Responsibility Allowance	30,000.00
Telephone allowance	6,000.00
Domestic Servant	
Transport Allowance	25,000.00
Entertainment Allowance	
Leave Allowance	
ARREARS GRATUITY	
Overtime Allowance	
Leave	
Total Emoluments	201,000.00
TAX FREE DEDUCTION	-00
Less Tax Free Amount	
OWNER OCCUPIER INTEREST	
PERSONS WITH DISABILITY TAX EXEMPTION	150,000.00
Pension Contribution to be Taxed	51,000.00
GROSS	51,000.00
TAX CHARGED	10,394.40
MONTHLY PERSONAL RELIEF	1,162.00
INSURANCE RELIEF	
TAX DEDUCTED	9,232.40
PENSION	
NSSF	200.00
NHIF	320.00
PENSION	
SACCO CONTRIBUTION	
LIFE ASSURANCE PREMIUMS	
TAX UNDERPAYMENT	
SALARY ADVANCE	
STAFF WELFARE FUND	750.00
HELB	
Co-operative Bank	
Commercial Bank of Africa	
TOTAL DEDUCT.	10,502.40
NET PAY	190,497.60
P/MENT (0=BANK,1=CHECK)	
O/T 1 x2	-00
SACCO BENEVOLENT FUND YTD	
SACCO LOAN REPAYMENTS YTD	
PENSION YTD	
BANK TRANSFER	190,497.60

Nzioka John Nzomo

Prof. Rose Ogwang Odhiambo
Commission Secretary/CEO



APPENDIX- 6

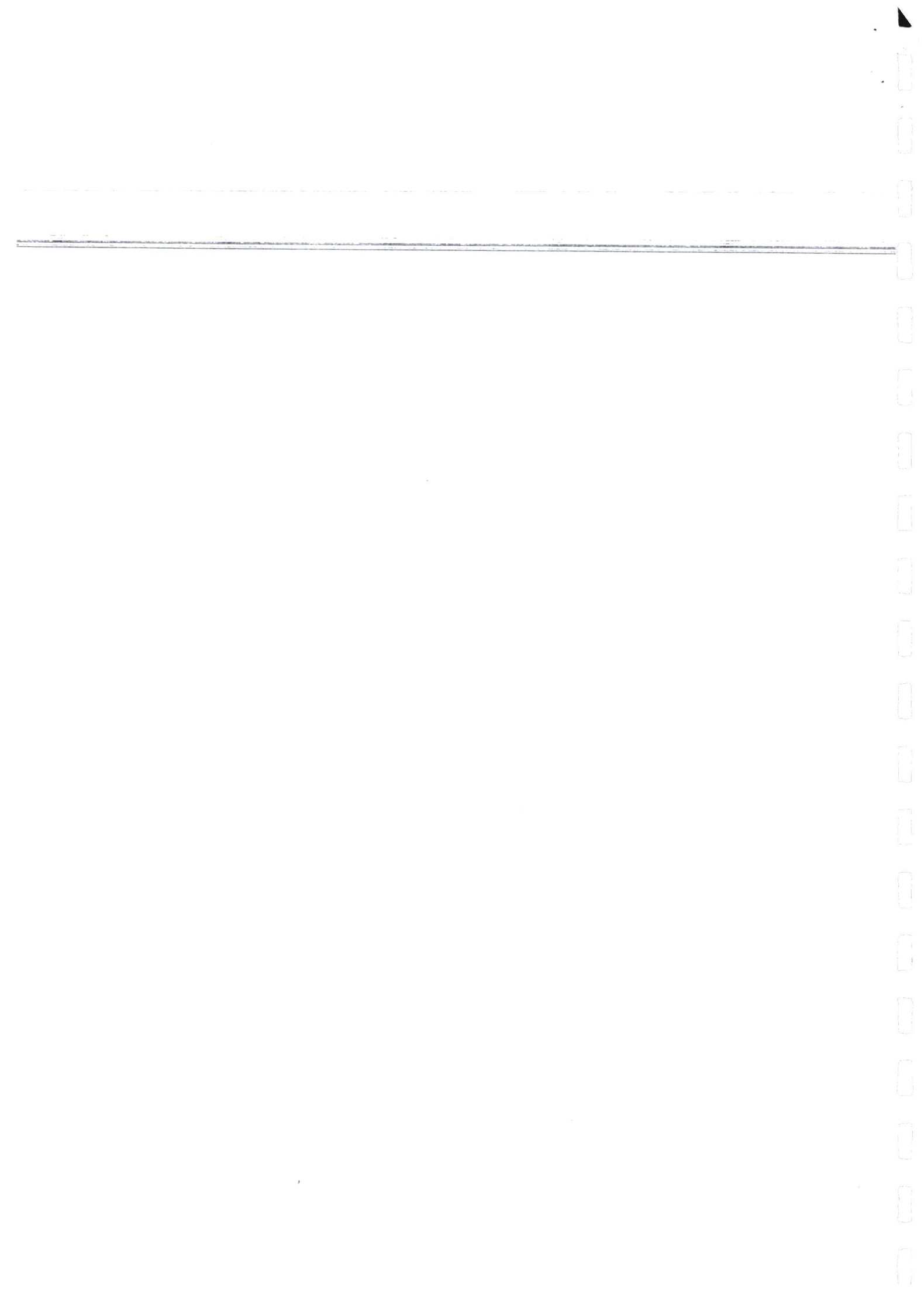
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TAX DEDUCTED	9,232.40
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HELB	
Co-operative Bank	
Commercial Bank of Africa	
TOTAL DEDUCT.	10,502.40
NET PAY	190,497.60
P/MENT (0=BANK,1=CHECK)	
O/T 1 x2	-00
SACCO BENEVOLENT FUND YTD	
SACCO LOAN REPAYMENTS YTD	
PENSION YTD	
BANK TRANSFER	-00

Nzioka John Nzomo

Prof. Rose Ogunwale Odhiambo
Commission Secretary/CEO



APPENDIX- 7





MINUTES OF THE 25TH COMMISSION MEETING HELD ON TUESDAY 15TH APRIL, 2014 AT THE NGEC BOARD ROOM.

PRESENT

1. Chairperson Winfred Lichuma, EBS – Chairing the meeting
2. Commissioner Simon Joni Ndubai
3. Commissioner Dr. Florence Nyokabi MBS
4. Commissioner Gumato Ukur
5. Prof. Rose Odhiambo, HSC – Commission Secretary/CEO – Taking Minutes

Preliminaries

The Chairperson called the meeting to order at 9.30am followed by a word of prayer from Prof. Rose Odhiambo, Commission Secretary.

MIN/200/2014 Adoption of Agenda

The agenda was to approve Commission documents which was adopted following proposal by Comm. Dr. Florence Nyokabi and seconded by Comm. Gumato.

MIN/201/2014 Chairpersons Communication

The Chairperson welcomed members to the meeting and Commissioner Dr. Florence Nyokabi to the Commission, since it was her first meeting after her swearing in and gave highlights of the NGEC target groups and strategic Plan.

Reported:

- i) That Commissioners are conveners of different programs giving strategic direction, fundraising while secretariat to do actual implementation as technical people.



- i) That operation of the Commission is guided by NGEC Act, 2011 and the Constitution through leadership of the Chairperson.
- ii) That Commission programs are divided in thematic areas and that each area is convened by a Commissioner as follows: -

S/NO.	CONVENOR	THEMATIC AREA
1.	Chairperson Winfred Lichuma	i) Gender and Women Department ii) Legal and Investigations Department iii) ECOSOC Department
2.	Comm. Simon Ndubai	i) Disability and Elderly Department ii) Youth and Children Department
3.	Comm. Gumato Ukur	i) Minority and Marginalized Department

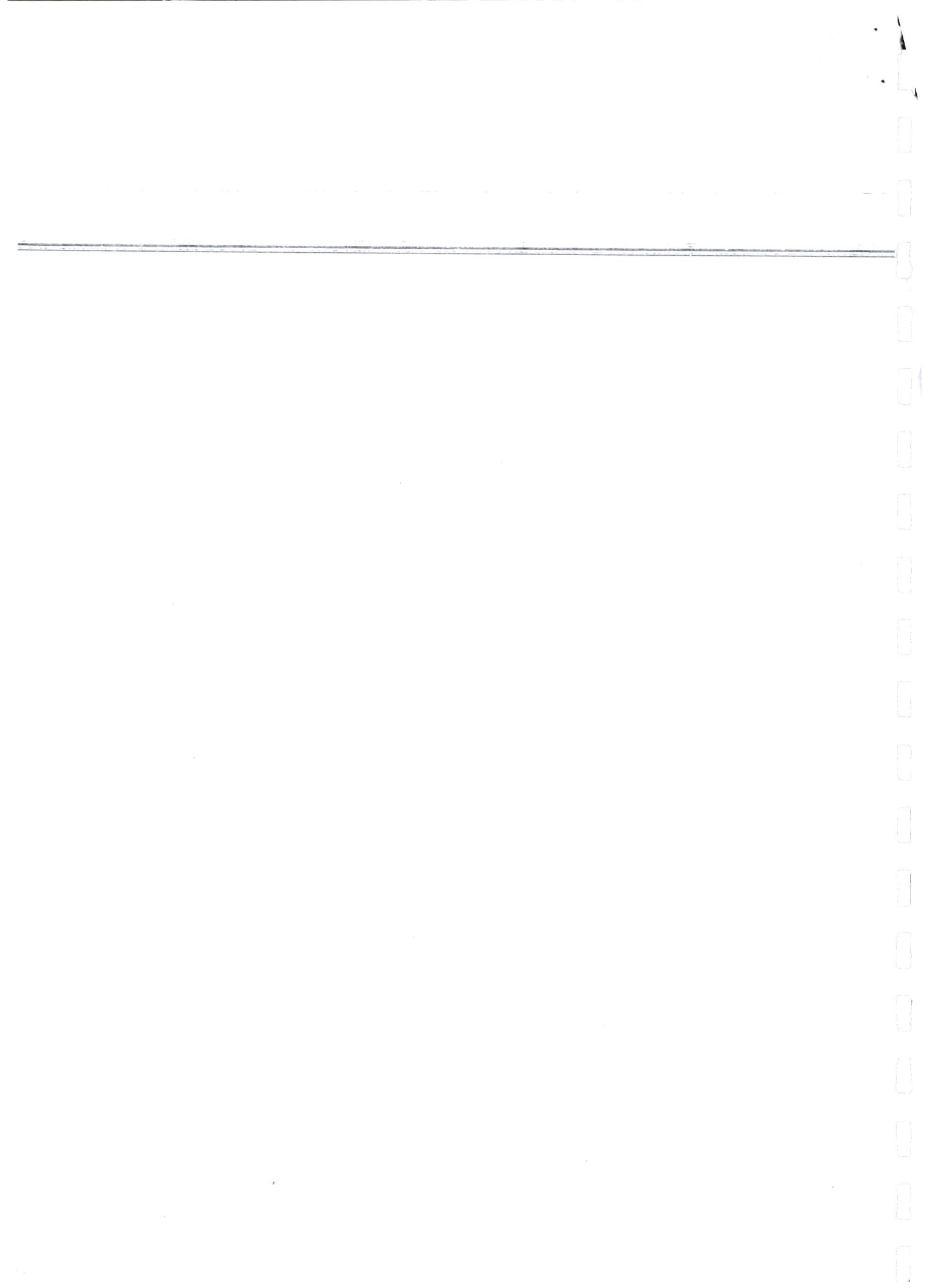
Noted:

- i) That there is need to re-define NGEC structure and get senior staff on board since the earlier recruitment conducted was done at lower level. That staff placement has not been concluded due to different views and opinions on the entry levels.
- ii) That there is need to streamline the relationship between the Commission and Secretariat since respect, tolerance and value for each other is vital to the relationship between Commissioners and the Secretariat while focusing on the agenda of the Commission.
- iii) That there is need to respect and implement resolutions by the Commission, which are implemented by the Secretariat with the supervision of the chairperson.

MIN/202/2014 Approval of Documents

i) Organizational Structure and Staffing

The Commission approved the document with corrections to be effected by Commissioner Dr. Florence who requested for a soft copy to be availed by DPSM.



Agreed Staffing Levels:

Discussed & Agreed

• That there will be two main divisions;

i. Research and Programmes Division

ii. Corporate Affairs Division

• That there will be seven programmes each with eight officers and which shall be structured as tabled below:

a) Head Offices

S/NO.	DEPARTMENT	DESIGNATION	NO. OF POSTS	TOTAL NO. OF OFFICERS
1.	Office of the Chairperson	i) Senior Programme Officer (PA to the Chairperson) ii) Personal Secretary I / Senior Personal Secretary / Executive Secretary iii) Senior Driver iv) Office Assistant I/Senior /Chief	1 2 1 2	6
2.	Office of a Commissioner	i) Senior Programme Officer (PA to the Commissioners) ii) Personal Secretary I / Senior Personal Secretary / Executive Secretary iii) Senior Driver iv) Office Assistant	1 1 1 1	4
3.	Office of the Commission Secretary	i) Senior Programme Officer (PA to the CEO) ii) Personal Secretary I / Senior Personal Secretary / Executive Secretary iii) Senior Driver iv) Office Assistant I/Senior	1 2 1 2	6
4.	Information Communication Technology & Documentation Department	i) Manager ii) ICT Officers	1 3	4



5.	Supply Management Department	Chain	i) Manager ii) Senior Supply Chain Mgt Officer iii) Supply Chain Mgt. Officers iv) Stores Clerk	1 1 2 2	6
6.	Internal Audit Unit		i) Manager ii) Internal Auditors	1 3	4
7.	Finance Unit		i) Director, Cooperate Affairs ii) Finance Manager iii) Finance Officer iv) Senior Accountant v) Accountants I/II/III vi) Accounts Clerk	1 1 1 1 3 5	12
8.	Human Resource Unit		i) Manager ii) Assistant Manager iii) Assistant Admin. Officer	1 1 1	3
9.	Communication Public Unit (Under Cooperate Affairs)		i) Manager ii) Front Office iii) Librarian	1 2 2	5
10.	Administration Unit		i) Administration Manager ii) PRO-Assistant Manager iii) Secretarial Assistants II/I/Senior/Executive iv) Drivers II/I/Senior v) Office Assistants vi) Security Officers III/II/I vii) Clerical Officers	1 1 11 11 6 2 5	37
11.	Programmes Research Division	&	i) Director ii) Programme Manager iii) Asst. Programme Mgr iv) Programme Officers v) Assistant Programme Officers vi) Legal & Investigation Manager vii) Asst. Legal & Invest Manager viii) Legal & Investigation Officer ix) Assistant Legal &	3 7 7 21 21 1 1 4 6	69

	Investigation Officer	4	
TOTAL NO. OF PROPOSED OPTIMAL STAFFING LEVELS AT HQs			163

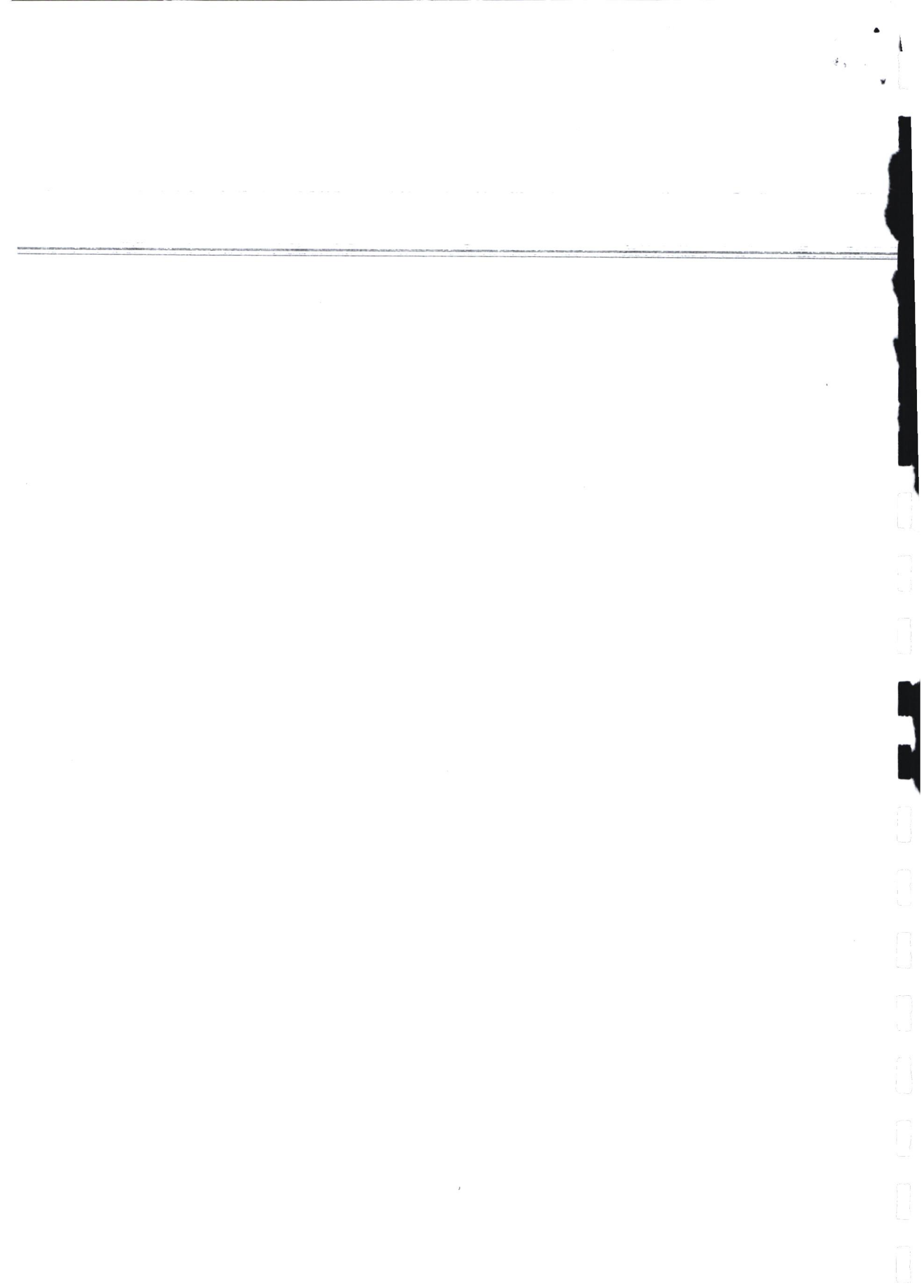
b) Regions/County Offices

The Commission proposed operation in the 47 counties each with 10 officers;

S/NO.	AREA	DESIGNATION	NO. OF POSTS	TOTAL NO. OF OFFICERS
1	Regions	i) Chief Programme Officer ii) Senior Legal Officer iii) Programme Officer II/I/Senior iv) Accountant III/II/I v) Supply Chain Management Officer III/II/I vi) Secretarial Assistant II/I/Senior vii) Driver II/I/Senior	1 1 3 1 1 1 1	9
2	Counties	i) Assistant Programme Manager ii) Legal Officer iii) Programme Officer II/I iv) Accountant III/II v) Supply Chain Management Officer III/II vi) Secretarial Assistant II/I vii) Driver II/I/Senior	1 2 3 1 1 1 1	10
NB. TOTAL NO. OF PROPOSED OPTIMAL STAFFING LEVELS IN COUNTIES IS 470 @ 10 PER COUNTY.				

Agreed:

That the total number of officers to be deployed in counties would be 470 in



a progressive manner.

Attached is the agreed structure of NGECC.

ii) Career Progression Guidelines

Noted;

That seniority had not been reflected in the career progression guideline document and that job descriptions had not been well described.

Agreed;

- i) That the two documents (career progression guidelines and organizational structure and staffing) be merged with salaries progressing with no progression in job titles.
- ii) That one document containing organizational structure and staffing levels be merged with job descriptions, which will hence be used in staff placement.

MIN/203/2014 AOB

There being no other business, the meeting ended at 8.45pm with a word of prayer from Prof. Rose Odhiambo, the Commission Secretary.

MINUTES CONFIRMED THIS 21st DAY OF July 2014

SIGNED BY:

Comm. Winfred Lichuma, EBS
Chairperson

Prof. Rose Odhiambo, HSC
Commission Secretary/CEO

