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THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT – FOURTH SESSION (2025)

COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY

THIRD REPORT ON EMPLOYMENT DIVERSITY AUDIT IN PUBLIC INSTITUTIONS

DIRECTORATE OF AUDIT, APPROPRIATIONS AND GENERAL PURPOSE COMMITTEES
CLERKS CHAMBERS
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CHAIRPERSON'S FOREWORD

The Report contains a record of proceedings of the Committee on Employment Diversity Audit in Public Institutions which follows its deliberations, review and evaluation of submissions from Lake Victoria South Water Works Development Agency, Rivatex East Africa Limited, Moi Teaching and Referral Hospital, Lake Victoria North Water Works Development Agency, Kenya Industrial Estates, Kenya Medical and Supplies Authority and Kenya Medical and Training College.

This audit reflects our unwavering commitment to foster a public service that is inclusive, representative and reflective of diversity. Kenya is home to forty-six (46) ethnic communities, each contributing uniquely to our national identity. Pursuant to Article 232 of the Constitution, the promotion of equality in employment within public institutions is a legal obligation and a cornerstone for unity, stability and sustainable development.

While significant strides have been made towards gender balance through Constitutional provisions such as the two-thirds gender rule, our findings have highlighted persistent challenges in achieving meaningful diversity. Regrettably, ethnic imbalances remain pervasive across all sampled institutions, revealing deeply entrenched biases and systemic inequalities. It was observed that institutions have consistently concentrated staff representation from dominant ethnic communities, marginalizing minority groups and therefore undermining the principles of fairness and inclusion.

Further, the audit revealed consistent non-compliance with the Constitutional provisions that require at least 5% representation of Persons with Disabilities (PWDs). This alarming oversight signifies not only a breach of the Constitutional mandate but suggests the persistence of institutional environments perceived as inaccessible or unwelcoming to PWDs. Additionally, youth representation in public institutions remains disappointingly low, raising serious concerns about succession planning and the collective responsibility to engage the younger generation in public service roles.

Although commendable efforts have been made in achieving gender representation, the disproportionate placement of women in lower cadre jobs calls into question the depth of commitment towards gender parity and women's empowerment. It is evident from the findings

that real inclusion is yet to be fully achieved, and further targeted initiatives are necessary to elevate women into influential and decision-making positions.

A recurring challenge highlighted by the institutions is the limited applications from marginalized communities and PWDs. However, it is the Committee's view that such outcomes reflect inadequate affirmative action policies and initiatives. It is imperative for institutions to proactively foster a culture of inclusivity, actively reach out to marginalized groups and remove structural barriers impeding their full participation. Furthermore, promotional practices consistently favored dominant communities, reinforcing structural biases and limiting career advancement opportunities for minority ethnic groups.

Therefore, the Committee recommends stringent oversight mechanisms, regular diversity audits, clear succession planning frameworks and targeted affirmative action programs as essential corrective measures. Public institutions must be held accountable for actively transforming their recruitment, employment and promotional policies to reflect the true spirit of our Constitution. We must continuously strive for a public sector that values and appreciates diversity as a strength.

On behalf of the Committee, I wish to sincerely thank the Office of the Speaker, the Clerk of the National Assembly, the Committee Secretariat and all the institutions that participated in this audit for their cooperation and contributions. Our collective commitment towards inclusivity will undoubtedly enhance cohesion, mutual respect and trust among all Kenyans.

It is my profound honour, to table this Report on Employment Diversity Audit for consideration by the National Assembly in accordance with Standing Order 199 (6).



HON. YUSSUF ADAN HAJI, DSM, CBS, M.P

CHAIRPERSON,

COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY

LIST OF ABBREVIATIONS AND ACRONYMS

AHRC	- Australian Human Rights Commission
APSC	- Australian Public Service Commission
APS	- Australian Public Service
CEO	- Chief Executive Officer
CHRAGG	- Commission for Human Rights and Good Governance
CSOs	- Civil Society Organizations
EEC	- Employment Equity Commission
ID	- Identification Card
KEMSA	- Kenya Medical Supplies Authority
KIE	- Kenya Industrial Estates
KMTC	- Kenya Medical Training College
LVNWWDA	- Lake Victoria North Water Works Development Agency
LVSWWDA	- Lake Victoria South Water Works Development Agency
MTRH	- Moi Teaching and Referral Hospital
NCIC	- National Cohesion and Integration Commission
NCPWD	- National Council for Persons with Disabilities
NGEC	- National Gender and Equality Commission
PSC	- Public Service Commission
PWD	- Persons with Disabilities
SRC	- Salaries and Remuneration Commission
WCHG	- Web Content Accessibility Guidelines
WGEA	- Workplace Gender Equality Agency

1.0 PREFACE

1. The Committee on National Cohesion and Equal Opportunity is established under the Standing Order 212C of the National Assembly.

1.1 Mandate of the Committee

2. The mandate of the Committee includes *inter alia*:
 - i. monitor and promote measures relating to policy and program initiatives in pursuit of peace and national cohesion;
 - ii. investigate, inquire into and report on all matters relating to inter community cohesion;
 - iii. monitor and promote measures designed to enhance the equalization of opportunities and improvement in the quality of life and status of all persons, including persons who are marginalized on the basis of gender, age, disability, health status, ethnic, racial, cultural or religious background or affiliation or any other such ground;
 - iv. investigate, inquire into and report on all matters relating to discrimination and or marginalization of persons referred to under sub-paragraph(c);
 - v. make proposals to Parliament including legislative proposals for the protection, equalization of opportunities and promotion of the welfare of the groups referred to under sub-paragraph (c); and
 - vi. examine the activities and administration of all state departments and statutory bodies in so far as they relate to the rights and welfare of the persons referred to under sub-paragraph (c).

1.2 Committee Membership

	Name	Constituency	Party
1.	The Hon. Yussuf Adan Haji, DSM, CBS, MP - Chairperson	Mandera West	United Democratic Movement (UDM)
2.	The Hon. Charles Ong'ondo Were, MP. – Vice Chairperson	Kasipul	Orange Democratic Movement (ODM)
3.	The Hon. Yusuf Hassan Abdi, MP.	Kamukunji	Jubilee Party (JP)
4.	The Hon. Liza Chelule Chepkorir, MP.	Nakuru (CWR)	United Democratic Alliance (UDA)
5.	The Hon. Antony Njoroge Wainaina, MP.	Kieni	United Democratic Alliance (UDA)
6.	The Hon. Charles Kamuren, MP.	Baringo South	United Democratic Alliance (UDA)
7.	The Hon. Edward Kaunya Oku, MP.	Teso North	Orange Democratic Movement (ODM)
8.	The Hon. Muthoni Marubu, MP.	Lamu (CWR)	Independent
9.	The Hon. Joseph Samal Lomwa MP.	Isiolo North	Jubilee Party (JP)
10.	The Hon. Joshua Oron Odongo, MP.	Kisumu Central	Orange Democratic Movement (ODM)
11.	The Hon. Martin Peters Owino , MP.	Ndhiwa	Orange Democratic Movement (ODM)
12.	The Hon. Eng. Paul Nzengu, MP.	Mwingi North	Wiper Democratic Movement Kenya (WDM-K)
13.	The Hon. Rahab Wachira Mukami, MP.	Nyeri	Jubilee Party (JP)
14.	The Hon. Agnes Pareyio Mantaine, MP.	Narok North	Jubilee Party (JP)
15.	The Hon. Dick Maungu Oyugi, MP.	Luanda	Democratic Action Party Kenya (DAP-K)
16.	The Hon. Duncan Maina Mathenge, MP.	Nyeri Town	United Democratic Alliance (UDA)
17.	The Hon. Jane Njeri Maina, MP.	Kirinyaga (CWR)	United Democratic Alliance (UDA)
18.	The Hon. Fredrick Lusuli Ikana, MP.	Shinyalu	ANC Party
19.	The Hon. (Dr.) Joseph Iraya Wainaina OGW, MP.	Nominated	United Democratic Alliance (UDA)
20.	The Hon. Joseph Hamisi Denar, MP.	Nominated	ANC Party

21.	The Hon. Jackson Lekumontare Lentoijoni, MP.	Samburu East	Kenya African National Union (KANU)
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1.3 Committee Secretariat

Ms. Naserian Lotuai
Clerk Assistant I

Ms. Kathleen Nanzala
Clerk Assistant III

Mr. Alex Amwata
Hansard Reporter

Ms. Audrey Andala
Legal Counsel II

Ms. Peter Atsiaya
Media Relations Officer

Ms. Joanne Naneu
Research Officer III

Ms. Lilian Aluga
Public Communications Officer

Mr. John Ng'anga
Audio Officer

Mr. Luka Mutua
Sergeant-at-Arms

2.0 INTRODUCTION

3. The Committee in a bid to enhance equality and inclusion, resolved to carry out an Inquiry into Diversity in Public Institutions. To achieve its objectives the Committee resolved to sample seven (7) public institutions for its fourth report. The Committee held meetings and received submissions from the following public institutions:

- 1) Lake Victoria South Water Works Development Agency (LVSWWDA)
- 2) Rivatex East Africa Limited
- 3) Moi Teaching and Referral Hospital (MTRH)
- 4) Lake Victoria North Water Works Development Agency (LVNWWDA)
- 5) Kenya Industrial Estates (KIE)
- 6) Kenya Medical and Supplies Authority (KEMSA)
- 7) Kenya Medical and Training College (KMTC)

4. The main objective of the inquiry was to assess the employment diversity representation within the public institutions in Kenya. Specifically, the institutions provided information based on the following issues:

- (i) The current employees' composition in terms of ethnicity, age and gender;
- (ii) Status of compliance with Article 54(2) of the Constitution on composition of persons with disabilities in the institution;
- (iii) Composition of employees at senior management level, middle level and low-level cadres in terms of ethnicity, age, gender and persons with disability;
- (iv) The ratio between the national population and employment proportion in the institutions (underrepresentation and overrepresentation) based on 2019 National Population and Housing Census;
- (v) The challenges the institutions have faced in its bid to enhance diversity of employees and the mitigation measures to curb the challenges;
- (vi) Measures put in place, if any, to promote a friendly work environment for persons living with disabilities; and

- (vii) Information on staff promotion in the past 5 years in terms of ethnicity, gender, age and persons with disabilities.

3.0 Employment Diversity in Public Institutions in Kenya

5. Kenya is a highly ethnically diverse Country with forty-six (46) communities. Employment in public institutions often reflects diversity with efforts made to ensure representation from various ethnic backgrounds.
6. In the recent years, Kenya has made progress in promoting gender diversity in public institutions, by implementing policies and initiatives to increase participation of women in leadership positions and other roles within the Government organizations. Affirmative action measures such as the two-thirds gender rule have been put in place to promote gender balance in public institutions.
7. Despite all these efforts, there are still challenges in achieving full employment in public institutions. Some of these major challenges include political patronage, nepotism, regional and ethnic tensions as well as resistance to change that led to slow pace of implementing diversity policies.
8. Significant efforts are still required to ensure that public institutions adequately represent the nation's diverse demographics and foster a culture of equal opportunities. This endeavor requires sustained commitment and collaborative efforts from both Government entities and Civil Society Organisations (CSOs) to ensure a more inclusive and representative governance structure in Kenya.

4.0 Legislative Frameworks on Diversity in Employment

4.1.1 The Constitution of Kenya, 2010

9. The Constitution of Kenya, 2010 provides the legal framework on employment and diversity in public institutions. The following are specific Articles in the Constitution on matters relating to employment diversity in the public sector;
 - i. *Article 54 (2)* provides that the State shall ensure the progressive implementation of the principle that **at least 5% of the members** of the public in elective and appointive bodies are persons with disabilities.
 - ii. *Article 55 (b)* provides that the State shall take measures, including **affirmative action** programmes, to ensure that the **youth** have opportunities to associate, be represented and participate in political, social, economic and other spheres of life.

- iii. *Article 56 (c)* provides that the State shall put in place **affirmative action** programmes designed to ensure that **minorities and marginalized** groups are provided with special opportunities for access to employment.
- iv. *Article 232 (1) (i)* provides for the values and principles of public service that includes affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women; the members of all ethnic groups and persons with disabilities.

4.1.2 The National Cohesion and Integration Act, (CAP 7N)

10. *Section 7* states the following;

- i. All public establishments shall seek to represent **the diversity** of the people of Kenya in the employment of staff.
- ii. No public establishment shall have **more than one third** of its staff from the same **ethnic community**.

4.1.3 The Employment Act, (CAP 226)

11. *Sections 5(2), & (3)* provides as follows;

- i. Section 5(2) states that an employer shall promote **equal opportunity** in employment and strive to eliminate discrimination in any employment policy or practice.
- ii. Section 5(3) states that no employer shall **discriminate/harass** directly or indirectly, against an employee or prospective employee;
 - a) on grounds of race, colour, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, pregnancy, mental status or HIV status;
 - b) in respect of recruitment, training, promotion, terms & conditions of employment, termination of employment or other matters arising out of the employment.

4.1.4 The Labour Relations Act, (CAP 233)

12. *Section 5 (1)* states that no person shall discriminate against an employee or any person seeking employment for exercising any right conferred in this Act.

4.1.5 The Public Officer Ethics Act, (CAP 185B)

13. This Act seeks to create an environment that **nurtures respect for diversity**. It requires a public officer to discharge his or her duties in a professional manner and to treat the public and fellow public officers with courtesy and respect.

4.1.6 Public Service (Values & Principles) Act, (CAP 185A)

14. This Act gives effect to Article 232 of the Constitution. According to section 10 (1) of the Act, the public service, a public institution or an authorized officer shall ensure that public officers are appointed and promoted on basis of fair competition and merit.

4.1.7 The National Gender and Equality Act, (CAP 7K)

15. This Act established the National Gender and Equality Commission whose functions include, inter alia, promoting equality and freedom from discrimination and mainstreaming issues of gender, persons with disabilities and other marginalized groups in national development including development of affirmative action policies.

4.1.8 Public Service Recruitment and Training Policy, (2005)

15. This policy provides an overarching framework on recruitment, training, promotion and performance management in the public sector.

5.0 Comparative Analysis

17. This comparative analysis features Kenya alongside Australia, Tanzania and Namibia demonstrating how each country approaches employment diversity within public institutions, particularly targeting the disadvantaged groups such as marginalized communities, women, youth and Persons with Disabilities (PWDs).

Aspect	Kenya	Australia	Tanzania	Namibia
Legal Framework	-Constitution of Kenya, 2010 – Articles 27, 54, 55 & 56. -Public Service (Values and	-Australian Human Rights Commission Act, 1986 ensures protection against discrimination. -Workplace Gender Equality Act, 2012	-Constitution of the United Republic of Tanzania (1977, amended) -Persons with Disabilities Act	-Constitution of Namibia (1990) – Articles 10 & 23 prohibit discrimination and promote affirmative action

Aspect	Kenya	Australia	Tanzania	Namibia
	Principles) Act, 2015. -National Cohesion and Integration Act, 2008.	mandates gender equity in employment. -Disability Discrimination Act, 1992 requires reasonable accommodation for PWDs.	(2010) -Employment and Labour Relations Act (2004)	-Affirmative Action (Employment) Act (1998) -Labour Act (2007)
Policies and Regulations	-Affirmative action policies enforced by the Public Service Commission (PSC). -Gender Mainstreaming Policies.	-Commonwealth Diversity and Inclusion Strategy, 2021-2025. -Australian Public Service (APS) Employment Principles mandating inclusivity.	-National Employment Policy -National Disability Mainstreaming Strategy - National Gender Policy	-National Employment and Labour Policy -National Policy on Disability -Gender Sectoral Plan and Affirmative Action measures
Implementation Mechanisms	- Enforcement of the two-thirds gender rule and 5% disability employment threshold - Targeted internship and mentorship programs for youth - Diversity quotas	- Mandatory gender equality reporting for employers - APS wide targets for PWDs and minority hiring -Indigenous Employment Programs and Graduate Schemes	-Use of performance contracts in public service -Mainstreaming gender and disability in HR manuals -Community sensitization and awareness campaigns	-Affirmative Action compliance certificates for institutions -Gender and disability focal persons in ministries -Public-private sector collaboration for

Aspect	Kenya	Australia	Tanzania	Namibia
	applied in recruitment by PSC			inclusive recruitment
Relevant Agencies	-National Cohesion and Integration Commission (NCIC). -National Gender and Equality Commission (NGEC). -National Council for Persons with Disabilities (NCPWD). Public Service Commission (PSC).	-Australian Human Rights Commission (AHRC). -Workplace Gender Equality Agency (WGEA). -Australian Public Service Commission (APSC) - Diversity and Inclusion Unit.	-President's Office – Public Service Management and Good Governance -Commission for Human Rights and Good Governance (CHRAGG) -National Council for People with Disabilities	-Employment Equity Commission (EEC) - Office of the Prime Minister – Public Service Commission -National Disability Council of Namibia
Monitoring and Evaluation	-Regular Parliamentary oversight. -PSC and NGEC conduct annual monitoring and reporting on diversity targets and implementation.	-Annual APS Diversity Census conducted by the APSC. -AHRC Annual Reports to Parliament on discrimination and diversity matters. -WGEA Annual Gender Equality Scorecard.	-CHRAGG reports on equality and rights violations -Sectoral performance reports -Annual public service workforce reviews	-Annual Affirmative Action Reports by the EEC -Labour force surveys and compliance audits -Reports to Parliament on employment equity
Notable Achievements	-Increase in women's	-Significant improvement in	-Increased participation of	- Notable progress in integrating

Aspect	Kenya	Australia	Tanzania	Namibia
	<p>representation in public offices due to Constitutional affirmative actions.</p> <p>-Enhanced visibility and employment access for marginalized communities.</p>	<p>gender equality with systematic monitoring.</p> <p>-High level of transparency and accountability through mandatory diversity reporting.</p>	<p>women in the civil service</p> <p>- Steady inclusion of PWDs through legal mandates</p> <p>-Growing investment in youth employment schemes</p>	<p>marginalized groups into public service</p> <p>-Regular compliance reporting from public institutions</p> <p>-Structured affirmative action improving representation</p>
Ongoing challenges	<p>-Persistent ethnic/regional disparities despite affirmative action policies.</p> <p>-Limited enforcement and monitoring capacity affecting compliance.</p> <p>-Stigma and accessibility challenges limiting full inclusion of PWDs.</p>	<p>-Underrepresentation of Indigenous Australians in senior public sector roles despite existing initiatives.</p> <p>-Slow progress on disability employment targets.</p> <p>-Challenges in fully integrating culturally diverse populations into senior public positions.</p>	<p>-Inconsistent enforcement of policies</p> <p>-Limited employment access for youth in rural areas</p> <p>-Persistent stigma against PWDs</p>	<p>-Slow advancement of women into senior roles</p> <p>-Enforcement gaps in private-public implementation</p> <p>-Need for stronger disaggregated data systems</p>

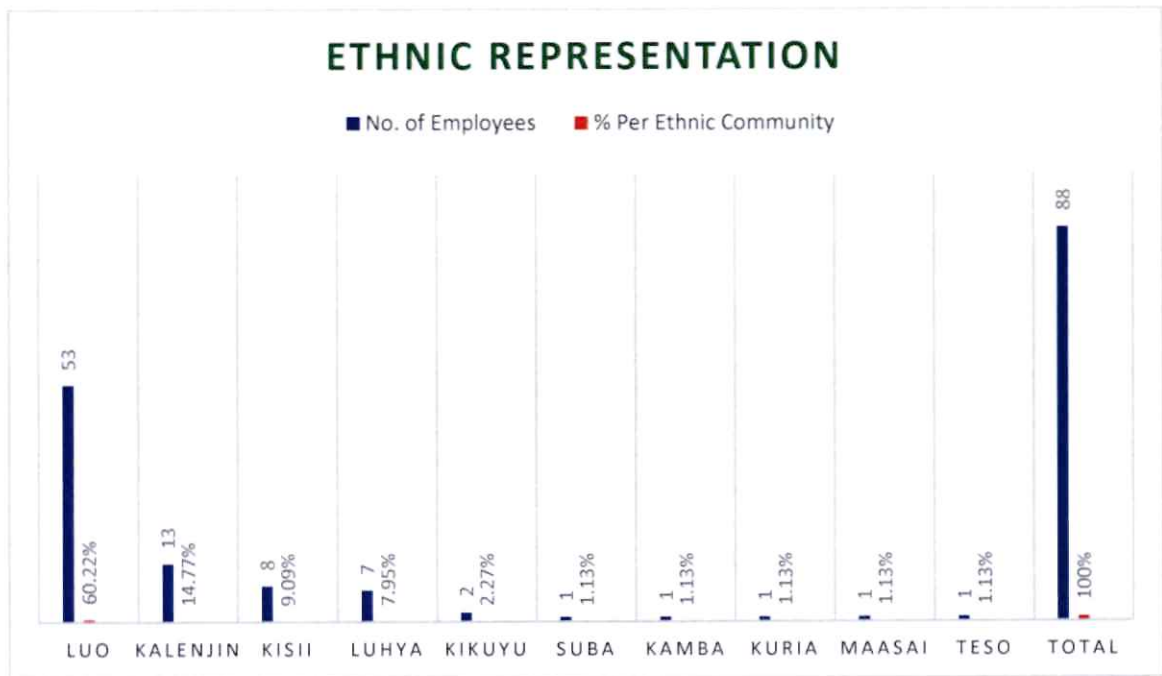
Lessons Drawn from Australia, Tanzania and Namibia

18. Kenya should track and publish diversity data more consistently, following Australia's lead to clearly measure progress and identify areas needing attention.

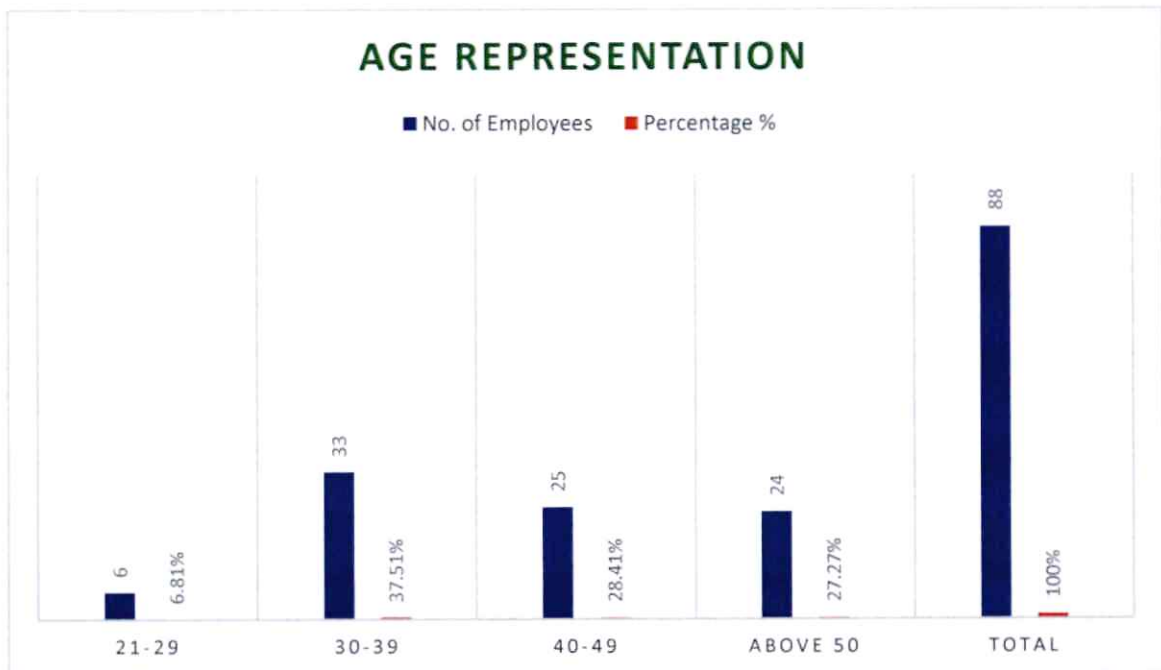
19. We should tie diversity targets to performance evaluations as done in Tanzania, to ensure public institutions are accountable for inclusive hiring.
20. We should strengthen and empower oversight institutions taking inspiration from Namibia, to ensure diversity policies are enforced across all sectors.
21. Kenya should invest in changing public attitudes toward inclusion, by promoting awareness and leadership-driven advocacy, as seen across all three countries.

1. LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY

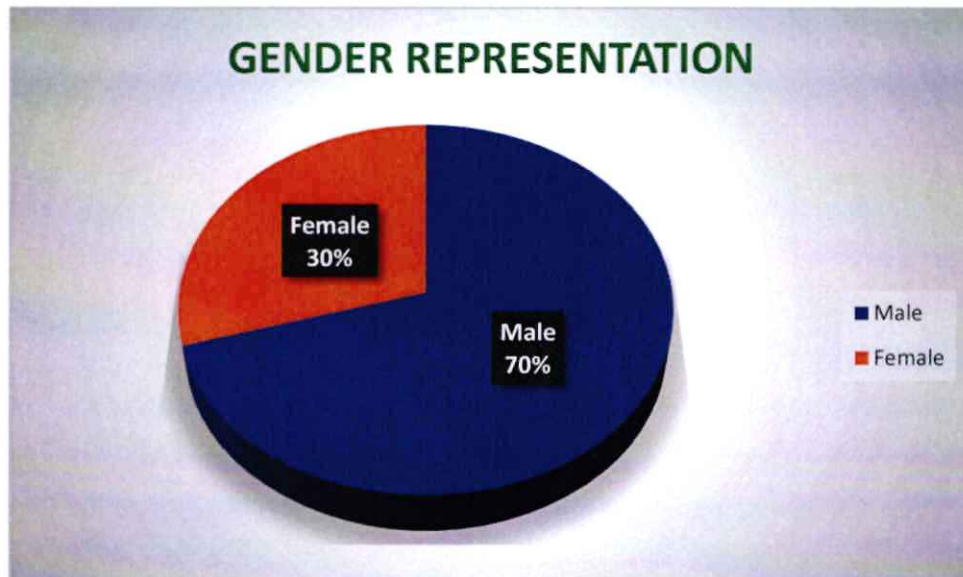
22. The Lake Victoria South Water Works Development Agency (LVSWWDA) is one of the nine Water Works Development Agencies established under the Ministry of Water, Sanitation and Irrigation through the Water Act 2016. The Agency was established on 3rd May, 2019 vide Legal Notice No. 28 as a State Corporation. It covers eight (8) counties which include:- Bomet, Homabay, Kericho, Kisii, Kisumu, Migori, Nyamira and Siaya Counties.
23. The Chief Executive Officer (CEO) Ms. Jackline Kemunto, appeared before the Committee on Friday, 22nd November 2024 and made the following submissions:
24. Currently, the Agency has an in-post of eighty-eight (88) employees. Only ten (10) out of the forty-six (46) ethnic groups have been employed in LVSWWDA contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, Luo at 60.22%. In Senior Management, only four (4) out ten (10) ethnic communities are represented.



25. The Agency has a youth representation of only 6% comprising of staff aged between 21-29 years, showing it has not fairly accorded employment opportunities to the youth in line with Article 55 (c) of the Constitution.



26. LVSWWDA has sixty-two (62) male staff members and twenty-six (26) female staff members translating to 70% and 30% respectively, achieving the required two thirds gender rule.



27. The Agency has employed only four (4) staff members who are Persons with Disabilities (PWDs) translating to 4.5% which slightly falls short of the requirements stipulated in Article 54(2) of the Constitution.

28. In the last three (3) recruitment cycles, LVSWWDA hired a total of fifteen (15) employees with the Luo community making up the majority of nine (9) members, representing 60% of the recruits. Out of the fifteen (15) employees, eleven (11) were male and four (4) were female, and none were PWDs.

Challenges faced in promoting diversity

- i. The Government's initial staffing policy restricted recruitment mainly to the dominant local ethnic community, limiting diversity within the Agency.
- ii. Response by members of other communities other than the dominant one in the region on advertised posts has been very low and none-competitive thus making it difficult for the diversity on ethnic orientation.
- iii. Recruitment of staff has also been suspended/slowed down by the Government in order to manage the recurrent budget.

- iv. Staff recruited at inception going forward were mostly young people and for about 15 years, the Agency did not have staff retiring from service hence there was no opportunity for new recruitment.
- v. Persons from distant communities rarely apply for advertised vacancies within the Agency.

Mitigation measures to curb the challenges

- i. Encouraging other communities to apply for advertised posts by putting a rider that ‘ applicants from the minority groups are encouraged to apply.’
- ii. Filling future vacancies with persons from non-dominant communities.
- iii. The Agency has been competitively employing its staff by considering qualified candidates from non-dominant communities thus reducing the percentage of the dominant community.
- iv. Replacement of retiring staff with preference given to candidates from non-dominant communities. The Agency will reduce the percentage of the dominant community from 60.22% to about 50% in the next five (5) years.
- v. LVSWWDA has an approved staff establishment of one hundred and fifty-three (153) employees, currently, it has a staff establishment of eighty-eight (88) employees leaving a variance of sixty-five (65). This provides an avenue to address the ethnic diversity requirement once the moratorium on recruitment is lifted.

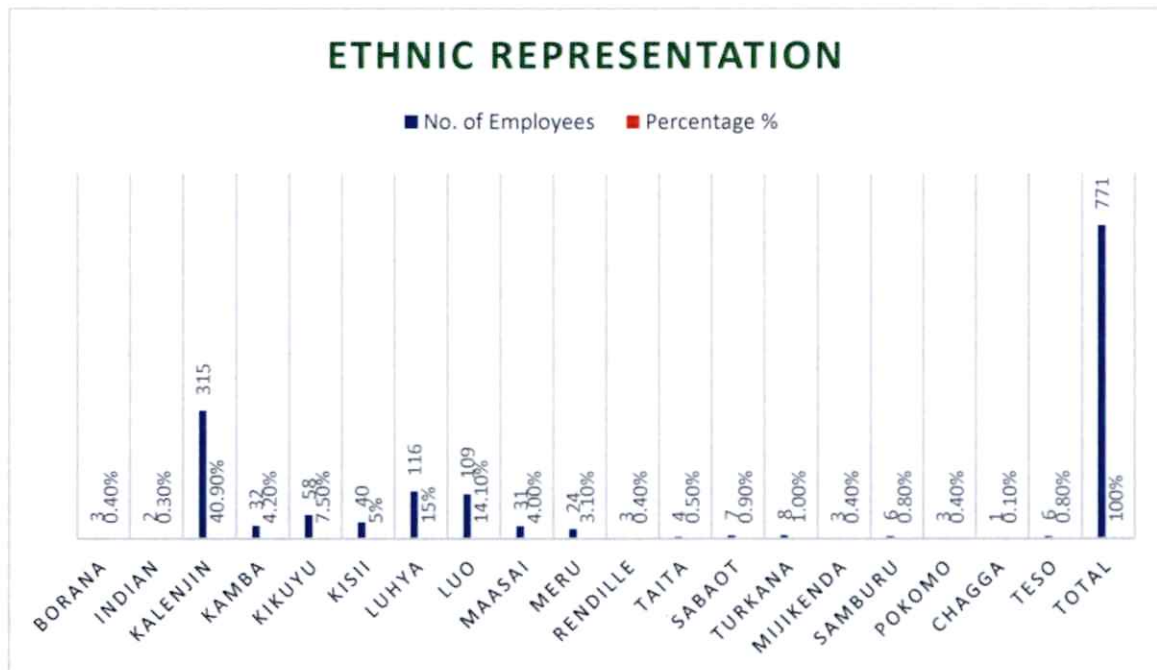
Measures put in place to enhance work environment for PWDs

- i. LVSWWDA has constructed permanent ramps within the institution to ease movements for PWDs to access services of the Agency.
- ii. It has procured wheelchairs and crutches to support movement of PWDs.
- iii. The Agency has a Service Charter in braille both in English and Kiswahili.
- iv. PWD washrooms are available for their use.
- v. Swing doors and handrails have been installed in washroom facilities for easier access by PWDs.
- vi. Signages have been put in place to direct PWDs to access ramps.
- vii. The Agency has facilitated training of two (2) staff on Kenya sign language.
- viii. Staff have been sensitized on disability mainstreaming.
- ix. LVSWWDA’s website has been upgraded to conform to Web Content Accessibility Guidelines (WCHG) on accessibility for PWDs.

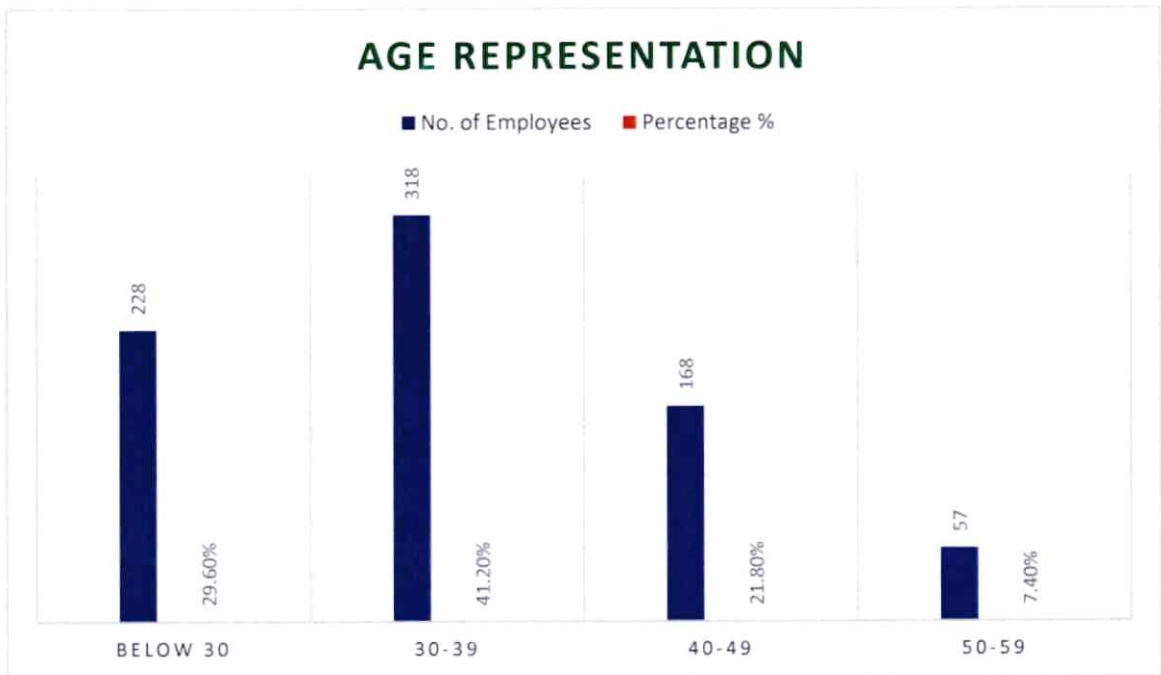
- x. When placing advertisement on daily newspapers, the Agency includes a rider that, “Women, minority group and PWDs are encouraged to apply.”

2. RIVATEX EAST AFRICA LIMITED

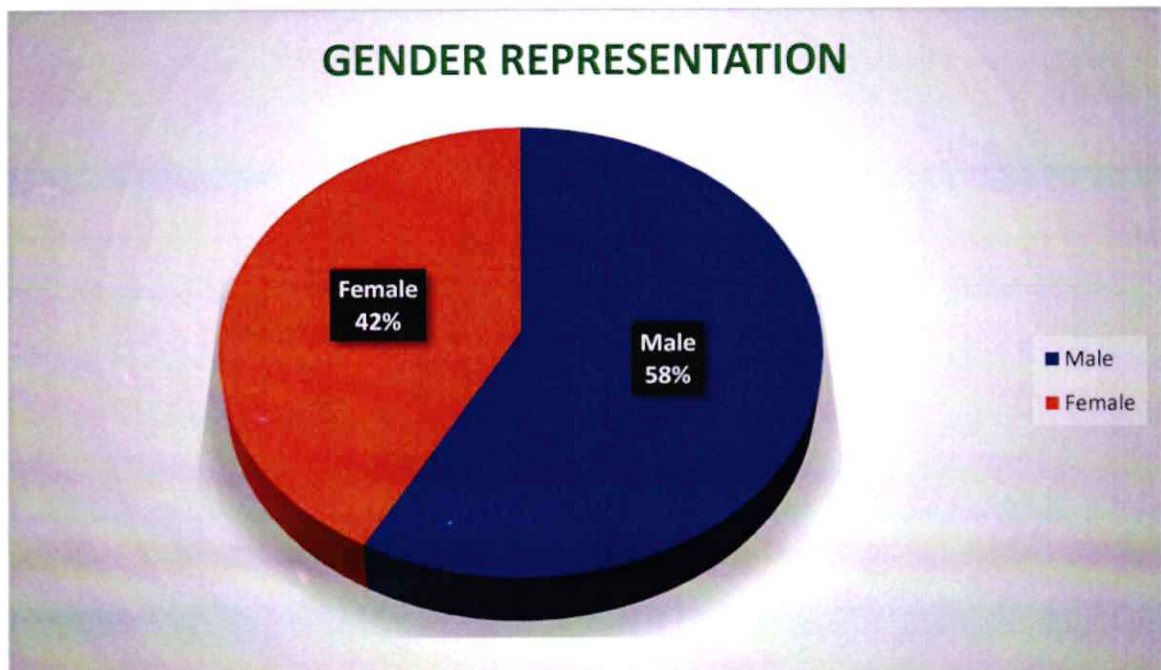
29. Rivatex East Africa Limited is reputed as the home of quality textile products both locally and globally. It is fully owned by Moi University and was incorporated on 16th August with the objective of utilizing the facility for training, research, extension and commercial purposes.
30. The Chief Executive Officer (CEO) Prof. Thomas Kipkurgat EBS, appeared before the Committee on Friday, 22nd November, 2024 and provided evidence as per the following submissions:
31. Currently, Rivatex has an in-post of seven hundred and seventy-one (771) employees. Only nineteen (19) out of the forty-six (46) ethnic groups have been employed in the Institution, contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, Kalenjin at 40.9%. At Senior Management, only seven (7) out of the nineteen (19) ethnic communities in the Company are represented.



32. In analysis of the age composition, majority of the staff fall between the age bracket of 30-39 years with three hundred and eighteen (318) employees translating to 41.2%.



33. Rivatex has four hundred and forty-seven (447) male staff members and three hundred and twenty-four (324) female staff members translating to 58% and 42% respectively, achieving the required two thirds gender rule.



34. The Institution has employed only twenty-seven (27) staff members who are Persons with Disabilities (PWDs) translating to 3.5% which falls short of the requirements stipulated in Article 54(2) of the Constitution.

35. In the ratio between the National population and employment proportion, the Kalenjin community is over-represented with a positive variance of 27.35%.
36. Promotions done in Rivatex in the past five (5) years, the Luhya and Luo communities have dominated at 22% and 12% respectively out of the sixty (60) employees that got promoted.

Challenges faced in promoting diversity

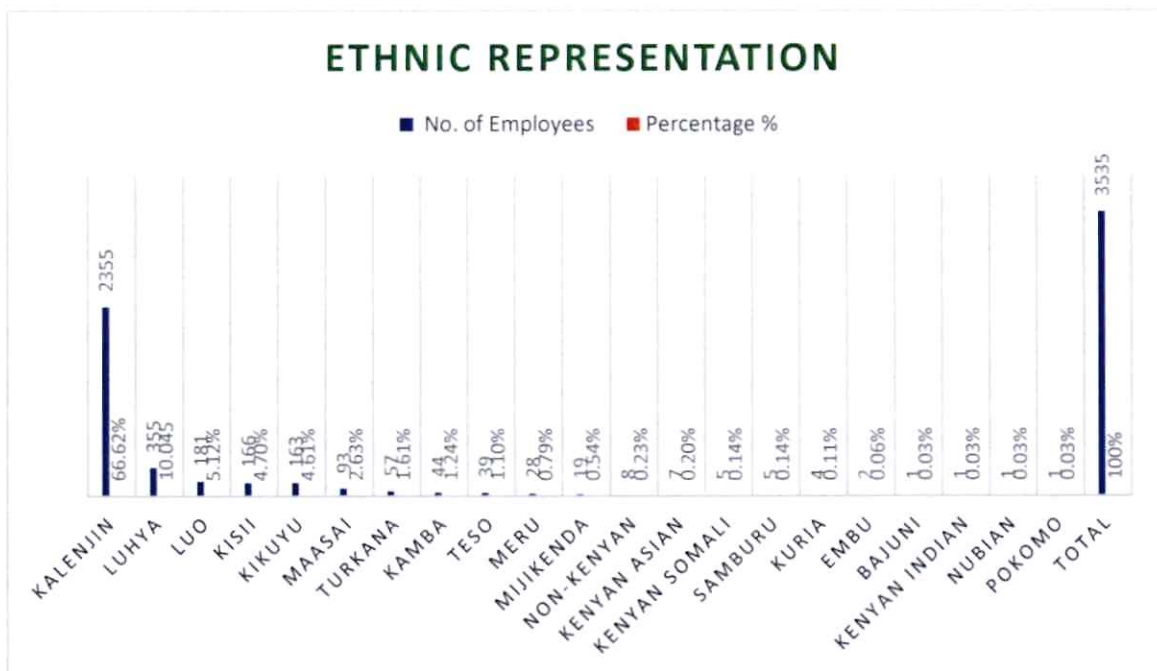
- i. The nature of textile production requires physically fit workers, making it tough to accommodate PWDs.
- ii. Despite advertising efforts, there are very few job applications from marginalized communities and PWDs. In some instances, some applicants don't attach ID cards making it hard to confirm their regional or ethnic diversity while others do not indicate their PWD status.
- iii. Some of the marginalized communities experience obstacles such as access to information, infrastructure, cultural and economic challenges preventing them from attending job interviews.
- iv. Since the Company has been undergoing modernization, it has been facing a challenge in offering competitive remuneration package, which has been an impediment to potential employees who may not be willing to relocate or leave their families and earn meagre salaries that may not be able to sustain them.

Measures put in place to enhance work environment for PWDs

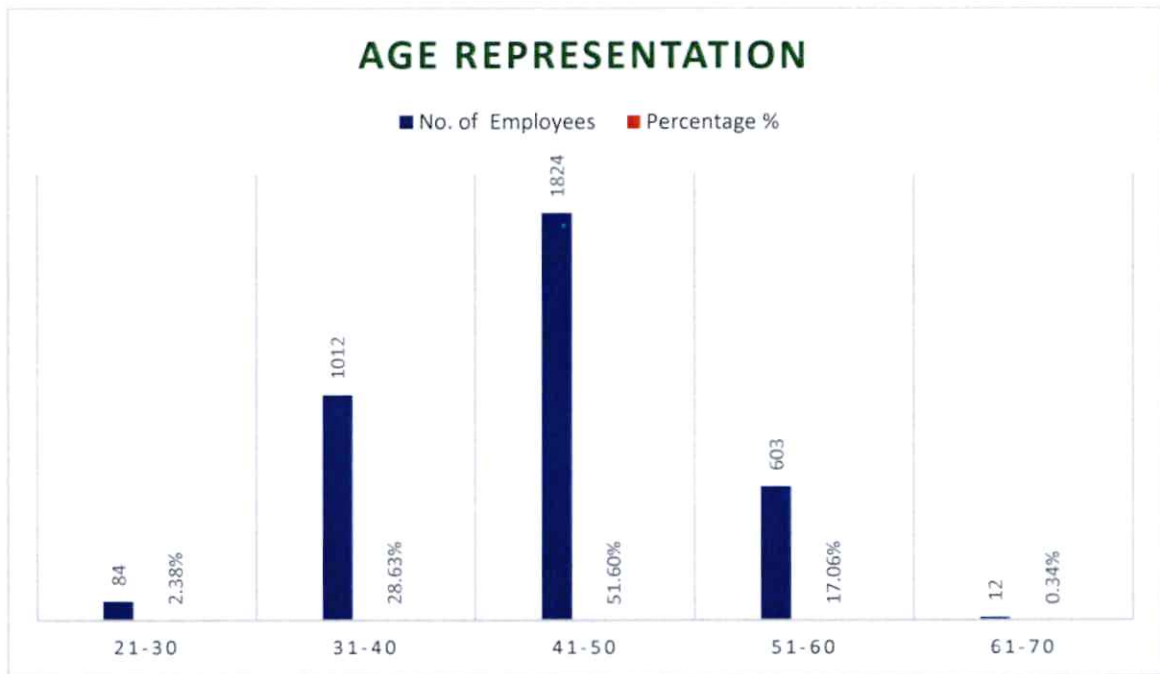
- i. Rivatex has been providing access ramps in all operational areas, trained volunteers as sign language interpreters to facilitate communication, ensuring people with mobility impairments are placed in work stations easily accessible. Providing accessible parking spots, having accessible washrooms and established a Disability Committee.
- ii. Rivatex has developed and disaggregated data of PWDs by age, gender and forms of disability, ensure physical improvements of public facilities for accessibility, accessibility of information, capacity building and carried out an accessibility audit for PWDs.
- iii. It has been sending a copy of job advertisements to NCPWD to inform them of the available vacancies. It also publicizes the vacancies in a medium accessible to PWDs and use of public communication channels such as the local dailies, radio, company website etc.,
- iv. Rivatex ensures accommodative interview processes for the PWDs and upon successful recruitment, it provides an induction programme tailored to fully suit PWDs.
- v. It provides work-related devices or equipment that allow employees with disabilities participate fully in the workplace.

3. MOI TEACHING AND REFERRAL HOSPITAL

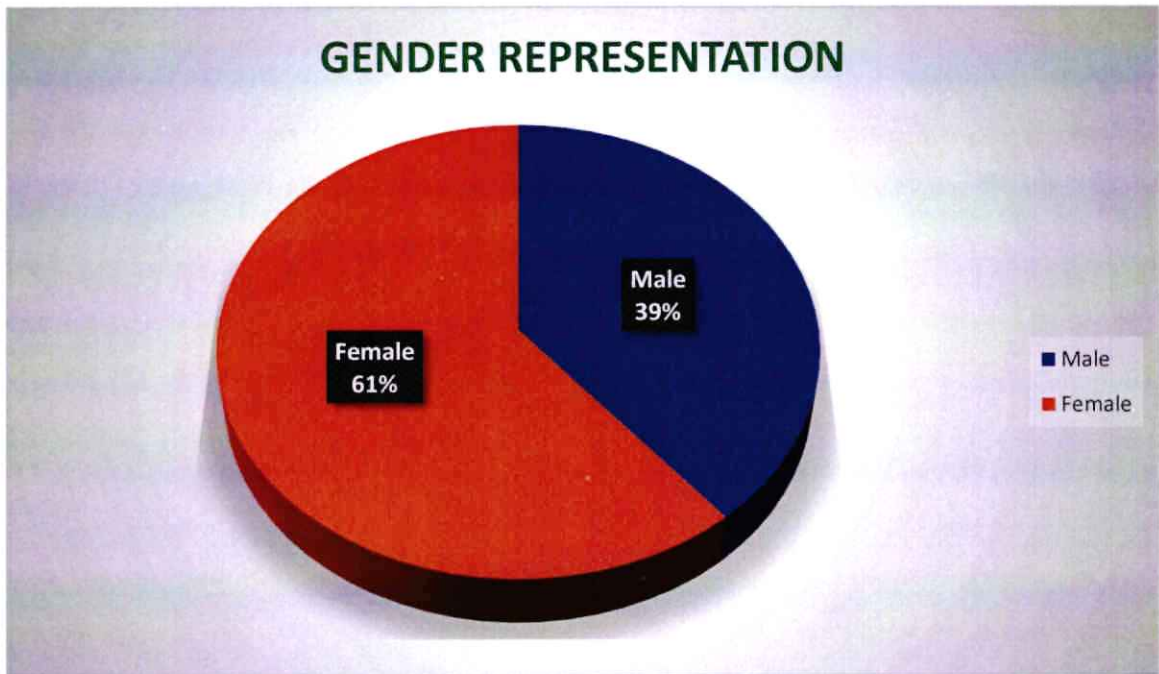
37. Moi Teaching Referral Hospital (MTRH) is a Multi-Specialty International teaching and referral hospital serving Kenya, parts of Eastern Uganda, South Sudan, Northern Tanzania and Democratic Republic of Congo with a population of twenty-five (25) million. It started in 1917 with a bed capacity of sixty (60) catering mainly for the health needs of Africans and later served as a District Hospital before attaining referral status through Legal Notice No. 78 of 12th June, 1998 under the State Corporations Act, CAP 446; updated/amended through Legal Notice No. 56 of 18th April, 2002 and Legal Notice No. 40 of 1st March, 2021.
38. The Chief Executive Officer, Dr. Philip Kirwa, appeared before the National Cohesion and Equal Opportunity Committee on Friday, 22nd November 2024 and made the following submissions:
39. Currently, MTRH has an in-post of three thousand, five hundred and thirty-five (3,535) employees. Only twenty-one (21) out of forty-six (46) ethnic groups have been employed in MTRH contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, Kalenjin at 66.62%. At Senior Management Level, only twelve (12) out of the twenty-one (21) ethnic groups in the Hospital are represented.



40. In analysis of the age composition, majority of the staff fall between the age bracket of 41-50 years with one thousand eight hundred and twenty-four (1,824) employees translating to 51.6%.



41. MTRH has one thousand, three hundred and seventy-nine (1,379) male staff members and two thousand, one hundred and fifty-six (2,156) female staff members translating to 39% and 61% respectively, achieving the two thirds gender rule.



42. The Hospital has employed one hundred and sixteen (116) staff members who are Persons with Disabilities (PWDs) translating to 3.28% which falls short of the requirements stipulated in Article 54(2) of the Constitution.

43. In the ratio between the National population and employment proportion, the Kalenjin community is over-represented with a positive variance of 53.25%.

44. Promotions done in MTRH in the last five (5) years, the Kalenjin community dominate at 59.04% out of the eighty-three (83) employees promoted.

Challenges faced in promoting diversity

- i. MTRH low cadre jobs formed a bulk of the staffing population due to low salary at the formative stage. As a result, most of the applicants during this time were from the local community.
- ii. Most of the lower cadre advertisements did not attract applications from diverse backgrounds due to low salary and devolution.
- iii. Some prospective employees from marginalized areas did not take up appointments and when they accepted, they only stayed for a short stint before they resign their positions.

Mitigation measures to curb the challenges

- i. It no longer engages casuals.
- ii. There is a security of tenure i.e., employees upon successful service on six (6) months probationary period are confirmed in appointment.

- iii. Job vacancies are advertised widely whenever they arise through MyGov, Hospital's website and media platforms.

Measures put in place to enhance work environment for PWDs

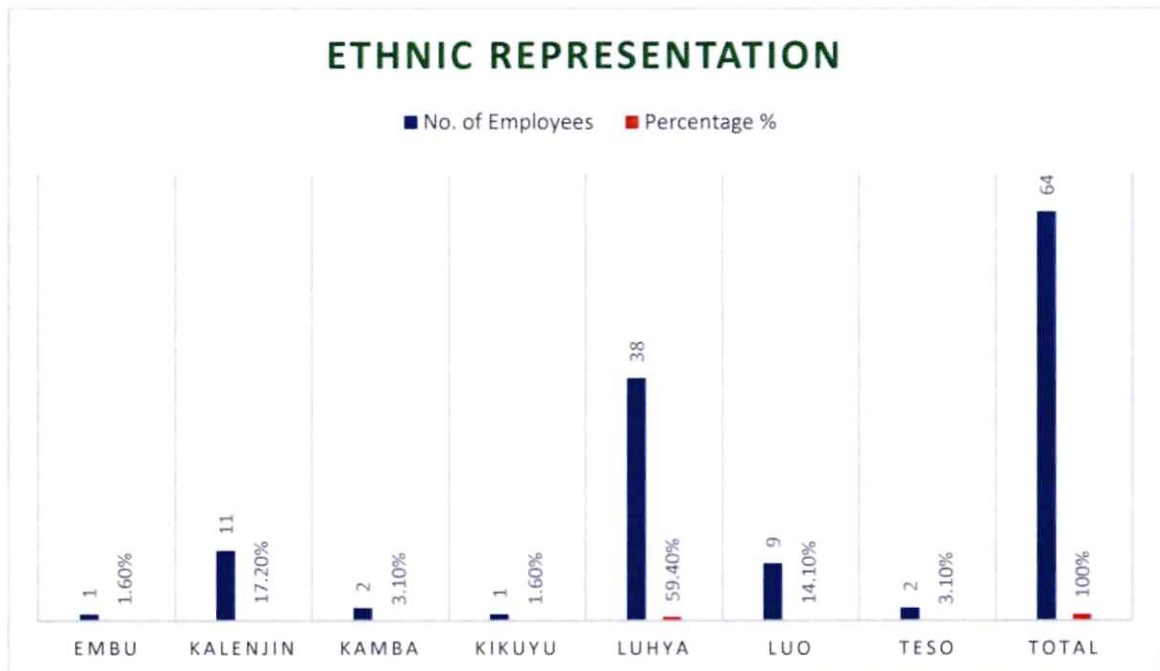
- i. A Committee on Disability Mainstreaming has been appointed and put in place.
- ii. MTRH has procured six (6) motorized wheelchairs to PWDs to ease movement within and outside workplace.
- iii. Procured guided walking stick for one blind staff member.
- iv. Procured hearing aids for seven (7) members with hearing impairment.
- v. Reserved parking space for PWDs.
- vi. Provided signages for PWDs on the use of ramps.
- vii. The Hospital has a total of thirty (30) staff members trained on Sign Language to assist both staff and patients who are PWDs.
- viii. Corporate Service Delivery Charter in braille.
- ix. Implementation of the Personal Guide to Public Officers Living with Disability Circular Ref. SRC/TS/DRRPS/3/26 VOL. V (88) and SRC/TS/NCPWD/3/18(80) payable as part of remuneration to the PWDs.
- x. Accelerated promotion for a staff member under PWD.
- xi. User friendly toilets for PWDs.
- xii. Facilitation of per diem allowance and transport for PWD staff members going for assessment, certificates renewal and tax exemption certificates.
- xiii. Training opportunities.
- xiv. PWDs support in medication after medical cover exhaustion.

4. LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY

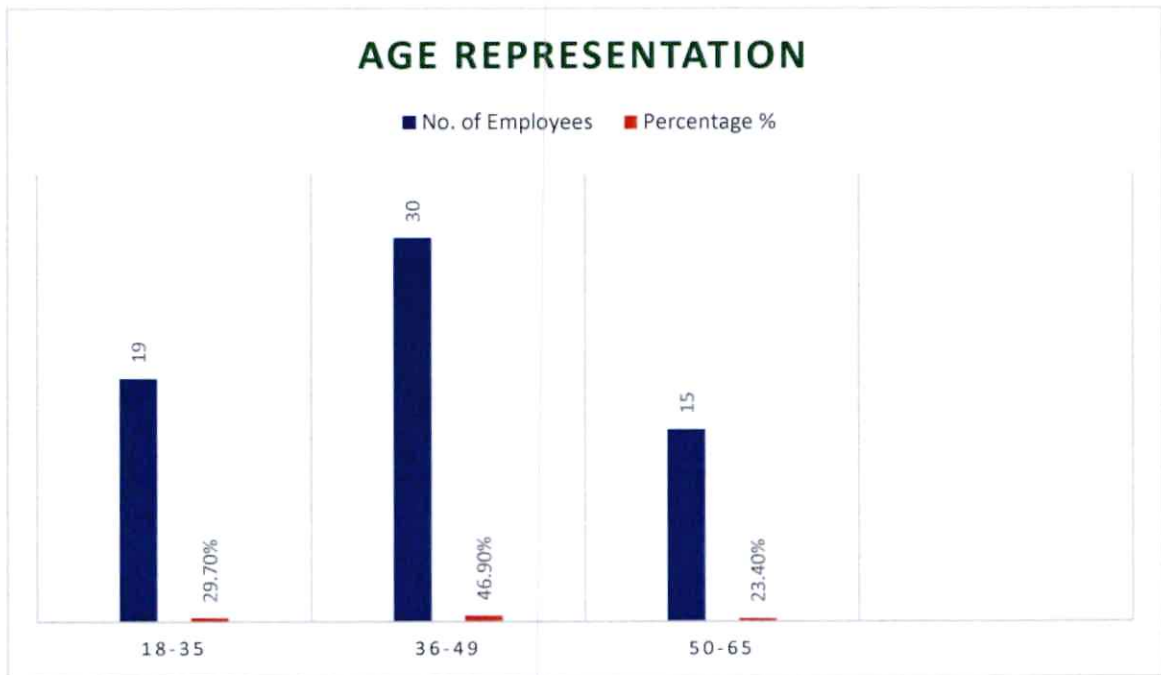
- 45. Lake Victoria North Water Works Development Agency (LVWWDA) is one of the nine Water Works Development Agencies established under the Water Act 2016, Legal Notice No. 28 of 26th April, 2019 amended with variations and modifications made through Legal Notice No. 5 of 4th February, 2020, as part of the reforms which sought to improve governance and service provision in the Water Sector.

46. The Chief Executive Officer, Mr. Joel Wamalwa, appeared before the Committee on Friday, 22nd November 2024 and made the following submissions:

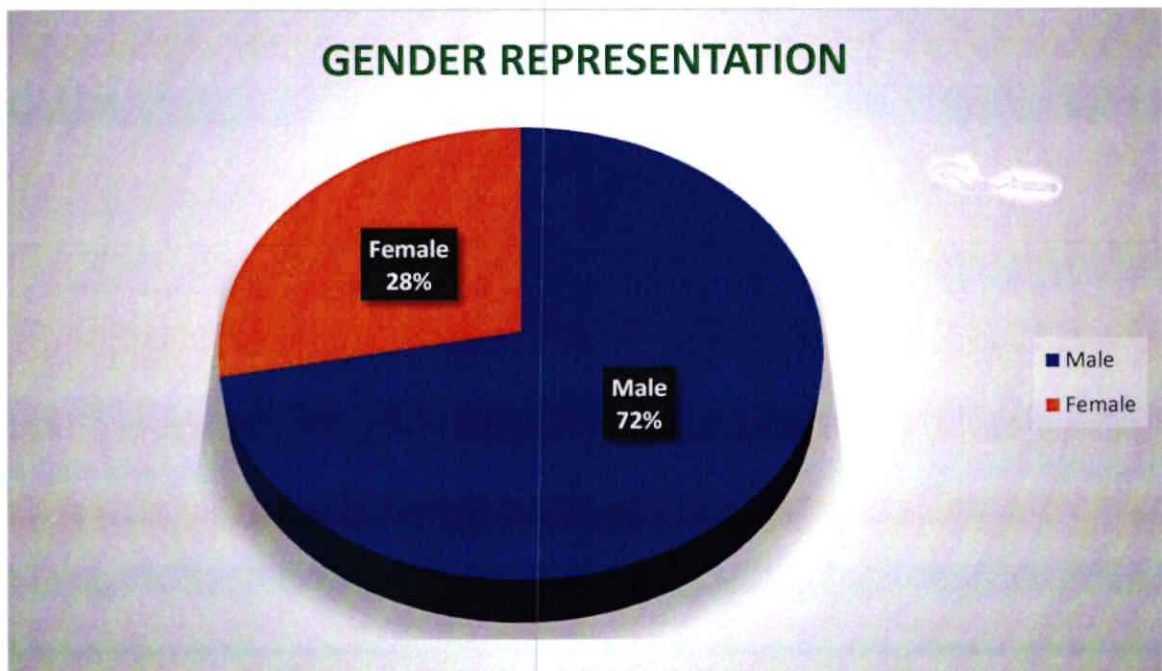
47. Currently, LVNWWDA has an in-post of sixty-four (64) employees. Only seven (7) out of forty-six (46) ethnic groups have been employed in the Agency contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, Luhya at 59.4%.



48. In analysis of the age composition, majority of the staff fall between the age bracket of 36-49 years with thirty (30) employees translating to 46.9%.



49. LVNWWDA has forty-six (46) male staff members and eighteen (18) female staff members translating to 72% and 28% respectively, not achieving the required two thirds gender rule.



50. The Agency has employed only one PWD translating to 1.56% which falls short of the requirements stipulated in Article 54(2) of the Constitution.

51. Promotions done in LVNWWDA in the last five (5) years, the Luhya community dominated at 66.7% out of the nine (9) employees promoted.

Challenges faced in promoting diversity

- i. Inadequate/completely no applications by women on certain positions advertised by the Agency i.e., the position of CEO has to be readvertised due to unavailability of a female applicant.
- ii. Inadequate/completely no applications by PWDs on certain positions advertised.
- iii. Inadequate skills and competencies by women and PWDs for technical positions that is the core mandate of LVNWWDA.
- iv. Cultural beliefs and practices hence inadequate/no applications from the minority groups and people from diverse cultures.
- v. Low salaries as a result of low recurrent allocation hence inability to get diverse applicants.

Mitigation measures to curb the challenges

- i. Affirmative action on gender inclusivity during recruitment process.
- ii. Emphasis on inclusivity and equal opportunity during advertisement and recruitment process.
- iii. Uploading all advertisements to the NCPWD portal for ease of access.
- iv. Increased recurrent allocation.

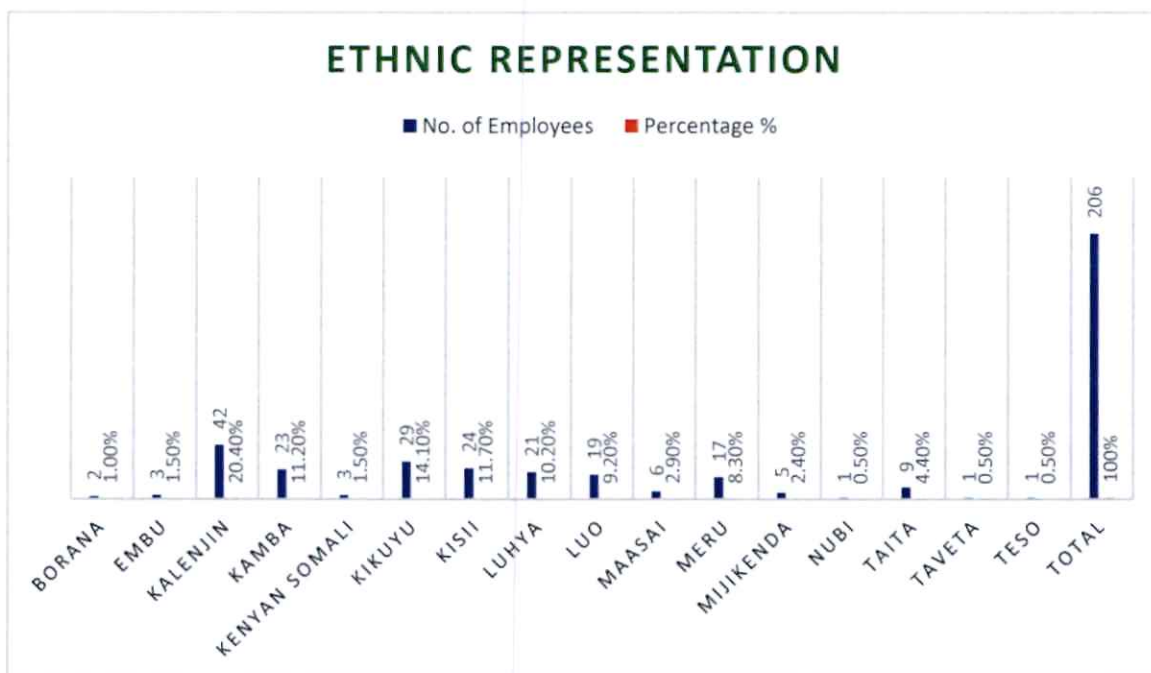
Measures put in place to enhance work environment for PWDs

- i. Development of Disability Mainstreaming Policy.
- ii. Appointment/establishment of Disability Mainstreaming Committee.
- iii. Training of Committee on Disability Mainstreaming.
- iv. Uploading of job adverts in NCPWD portal.
- v. Ensuring website conformity and accessibility.
- vi. Training staff on sign language.
- vii. Development of Service Charter in braille.
- viii. Provision of wheel chair.
- ix. Provision of a ramp.
- x. Provision of accessible parking.
- xi. Undertaking Accessibility and Usability Audit to enhance compliance and safe work environment.
- xii. Development of service Charter in large print.

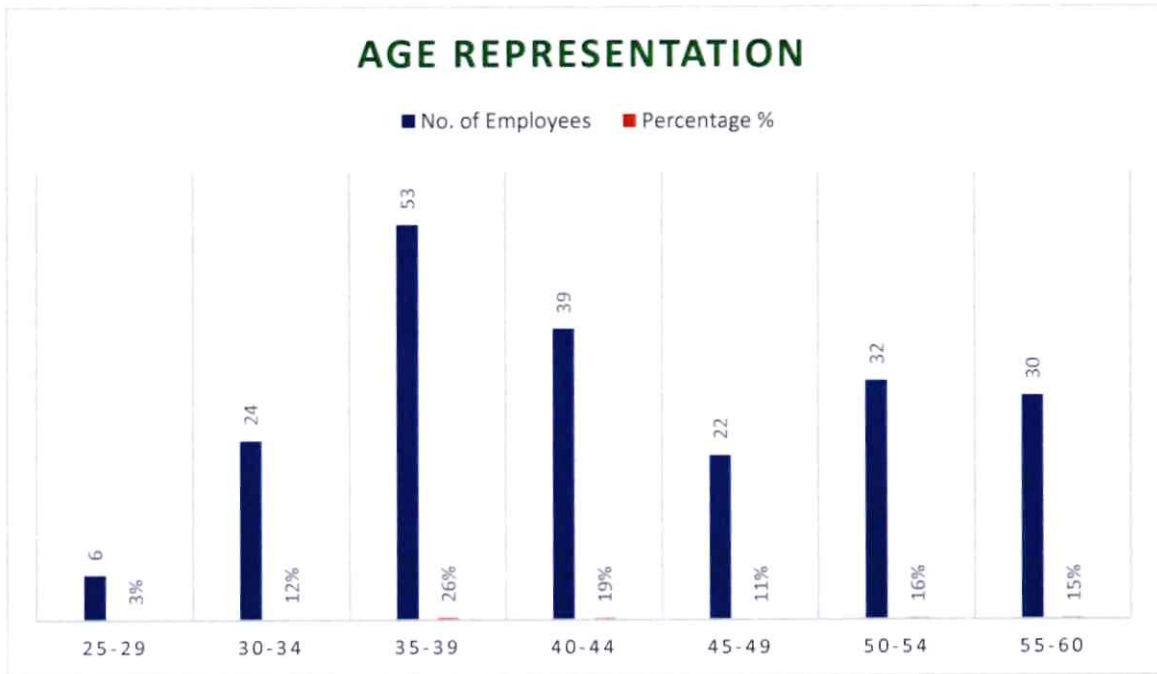
- xiii. Development of Service Charter in Audio.
- xiv. Provision of internship and attachment opportunities to PWDs.
- xv. Corporate Social Responsibility to PWD Association e.g., Kakamega Amputee Football Association.

5. KENYA INDUSTRIAL ESTATES

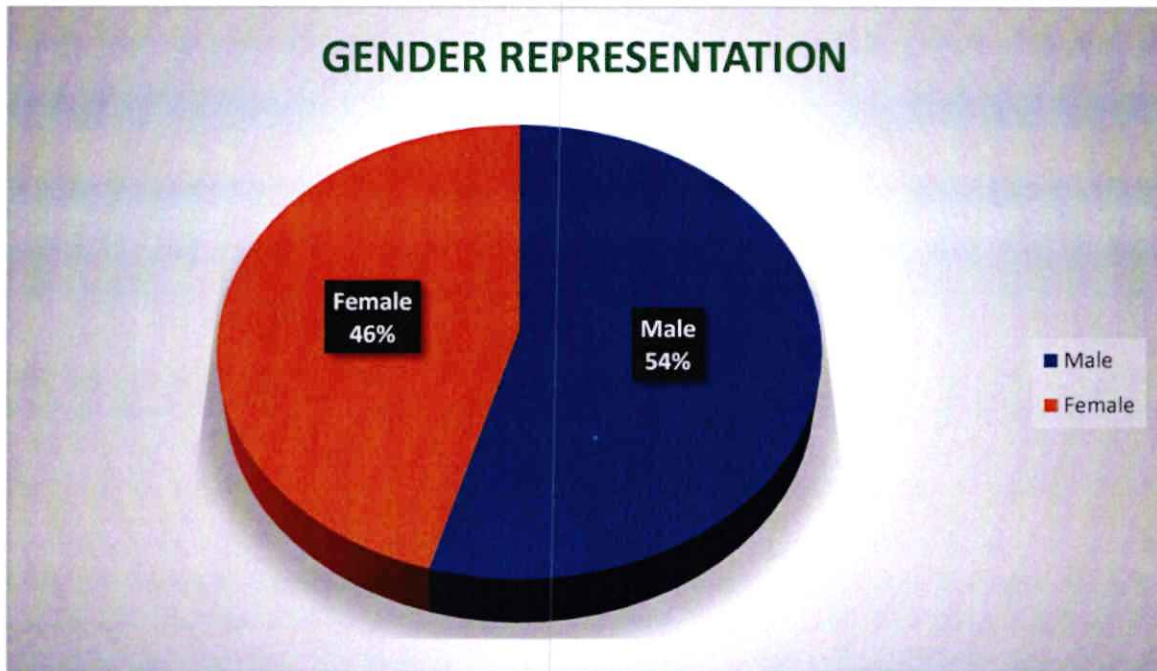
52. Kenya Industrial Estates (KIE) is a Government owned Development Finance Institution (DFI) within the Ministry of Cooperatives and Micro, Small and Medium Enterprises Development with the mandate to promote industrialization in Kenya through development and growth of Small and Medium Enterprises (SMEs).
53. The Acting Chief Executive Officer (CEO), CPA Charles Mativo, appeared before the Committee on Thursday, 17th September 2024 and made the following submissions:
54. Currently, KIE has an in-post of two hundred and six (206) employees. Only sixteen (16) out of the forty-six (46) ethnic groups have been employed in KIE contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, the Kalenjin at 20.4%. At Senior Management Level, only seven (7) out of the sixteen (16) ethnic groups are represented.



55. In analysis of the age composition, majority of the staff fall between the age bracket 35-39 years with fifty-three (53) employees translating to 26%.



56. KIE has one hundred and twelve (112) male staff members and ninety-four (94) female staff members translating to 54% and 46% respectively, achieving the required two thirds gender rule.



57. KIE has employed only two (2) PWDs translating to 0.97% which falls short of the requirements stipulated in Article 54 (2) of the Constitution.

58. In the ratio between the National population and employment proportion, the Kalenjin community is over-represented with a positive variance of 7.03%.

59. Promotions done in KIE in the last five (5) years, the Luo community dominated at 25% out of the twenty-four employees promoted.

Challenges faced to promote diversity

- i. Budgetary constraints.
- ii. Employment freeze.

Mitigation measures to curb the challenges

- i. Lobbying for more resources to expand operations across the country.
- ii. Reviewing human resource instruments to allow for recruitment/replacement of staff.

Measures put in place to enhance work environment for PWDs

- i. Accessibility and mobility.
- ii. Compensation and taxation.
- iii. Duty and responsibility allocation.
- iv. Retirement
- v. Policies against discrimination.
- vi. Sensitization of staff on PWDs.

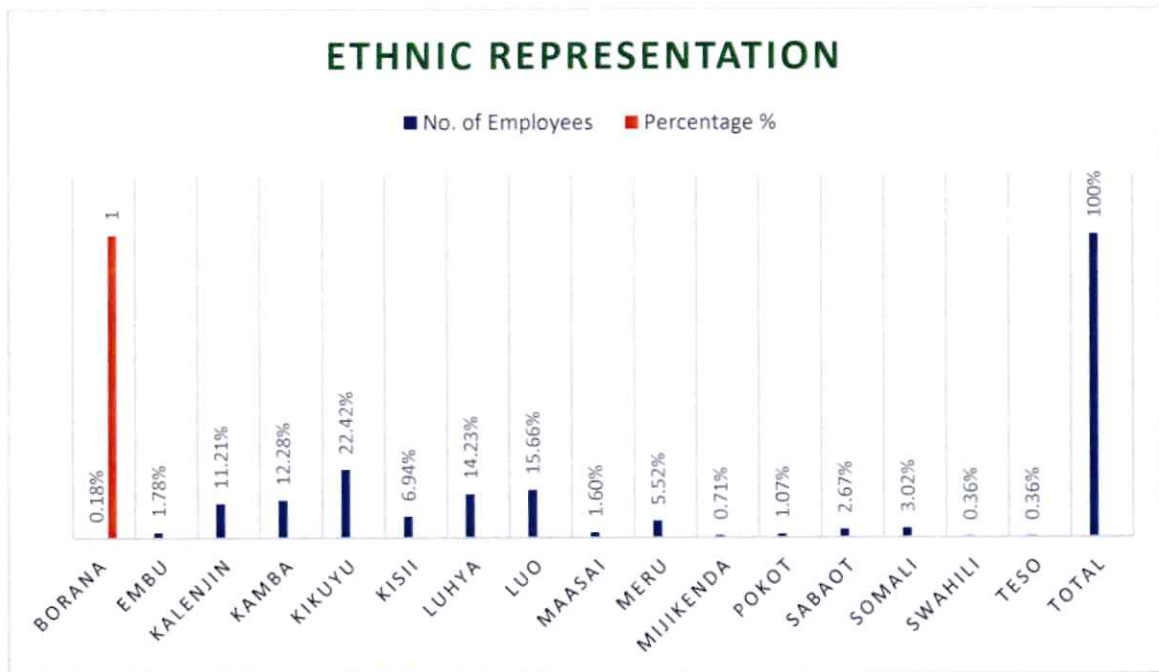
- vii. Disability Mainstreaming champion.
- viii. Records on disability.
- ix. Recruitment.

6. KENYA MEDICAL SUPPLIES AUTHORITY

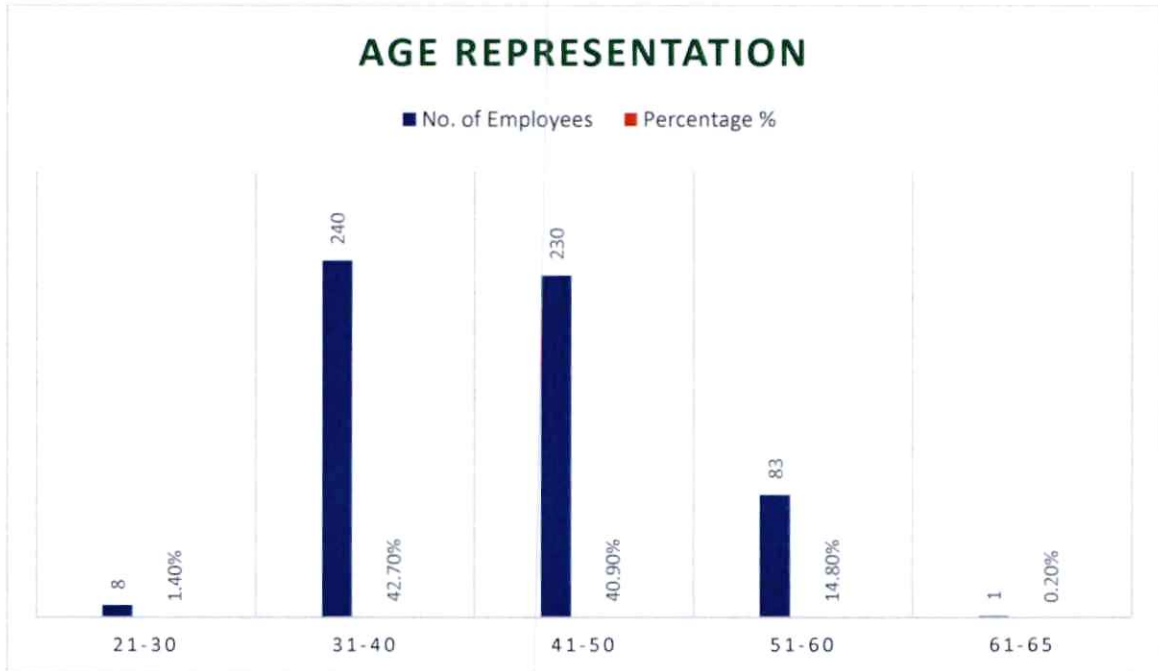
60. Kenya Medical Supplies Authority (KEMSA) is a State Corporation under the Ministry of Health, established through the KEMSA Act No. of 2013.

61. The Acting Chief Executive Officer (CEO) Dr. Andrew Mulwa, appeared before the Committee on Thursday, 18th April 2024 and made the following submissions:

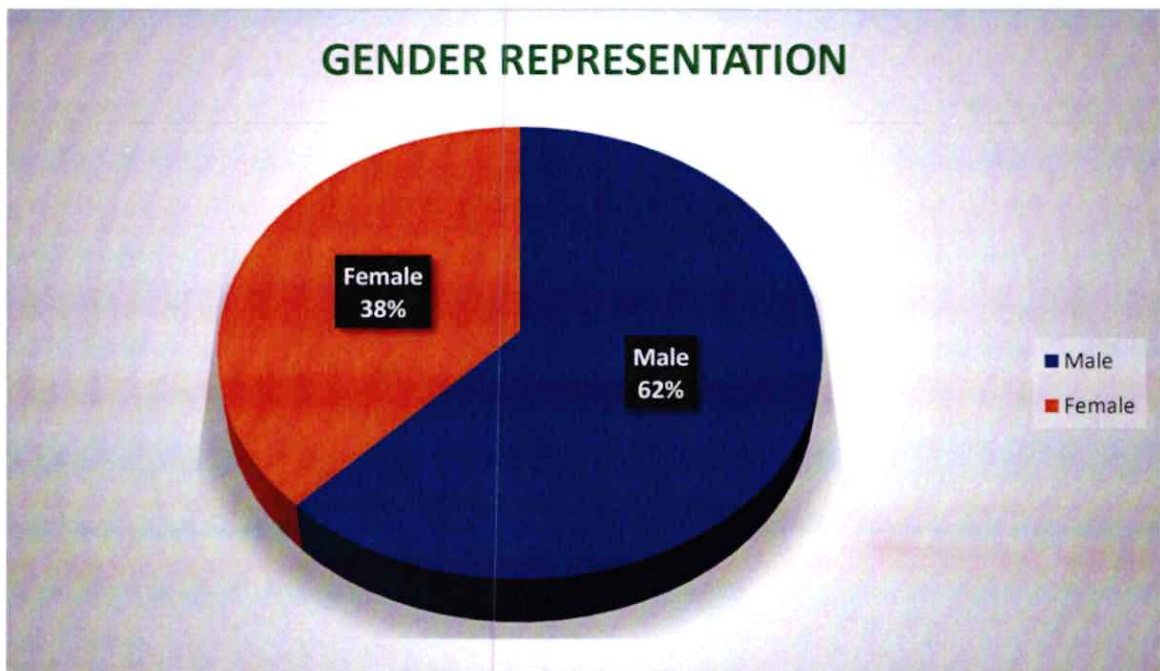
62. Currently, KEMSA has an in-post of five hundred and sixty-two (562) employees. Only sixteen (16) out of the forty-six (46) ethnic groups have been employed in the Authority contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, Kikuyu at 22.42%. At Senior Management Level, only nine (9) out of the sixteen (16) ethnic groups are represented.



63. In analysis of the age composition, majority of the staff fall within the age bracket of 31-40 years with two hundred and forty (240) employees translating to 42.7%.



64. KEMSA has three hundred and forty-nine (349) male staff members and two hundred and thirteen (213) female staff employees translating to 62% and 38% respectively, achieving the two thirds gender rule.



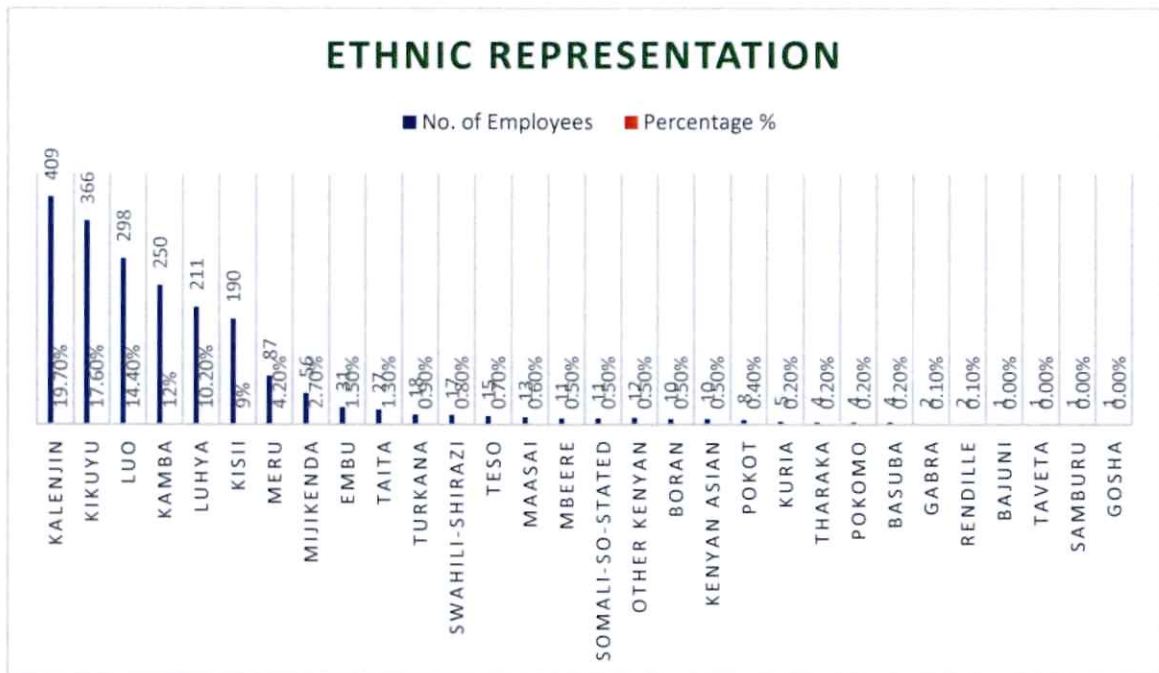
65. The Authority has employed only twelve (12) PWDs translating to 2.1% which falls short of the requirements stipulated in Article 54 (2) of the Constitution.
66. In the ratio between National population and employment proportion, the Sabaot community is over-represented with a positive variance of 4.31%.
67. Promotions done in KEMSA in the last five (5) years, the Luo community dominated at 23.3% out of the two hundred and sixty-two (262) employees promoted.
68. KEMSA faces the challenge of limited establishment which impedes its ability to recruit additional personnel to meet diversity requirements fully. The Authority plans on mitigating this challenge by actively engaging in enhancing the efficiency of its Human Resource Instruments.

Measures put in place to enhance work environment for PWDs

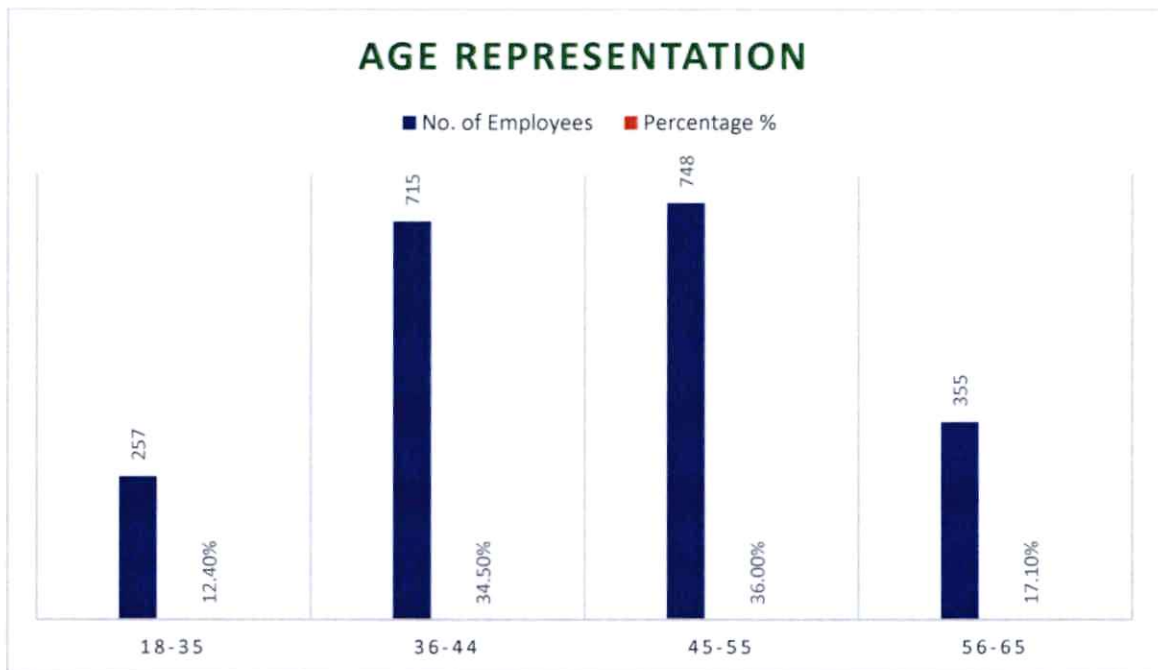
- i. It has prioritized accessibility for PWDs by implementing ramps, lifts and essential utilities.
- ii. KEMSA's subsequent recruitments will prioritize PWDs.
- iii. The Authority's warehousing operations are undergoing modernization and mechanization, which will facilitate the employment of more individuals with disabilities in warehouse settings.

7. KENYA MEDICAL TRAINING COLLEGE

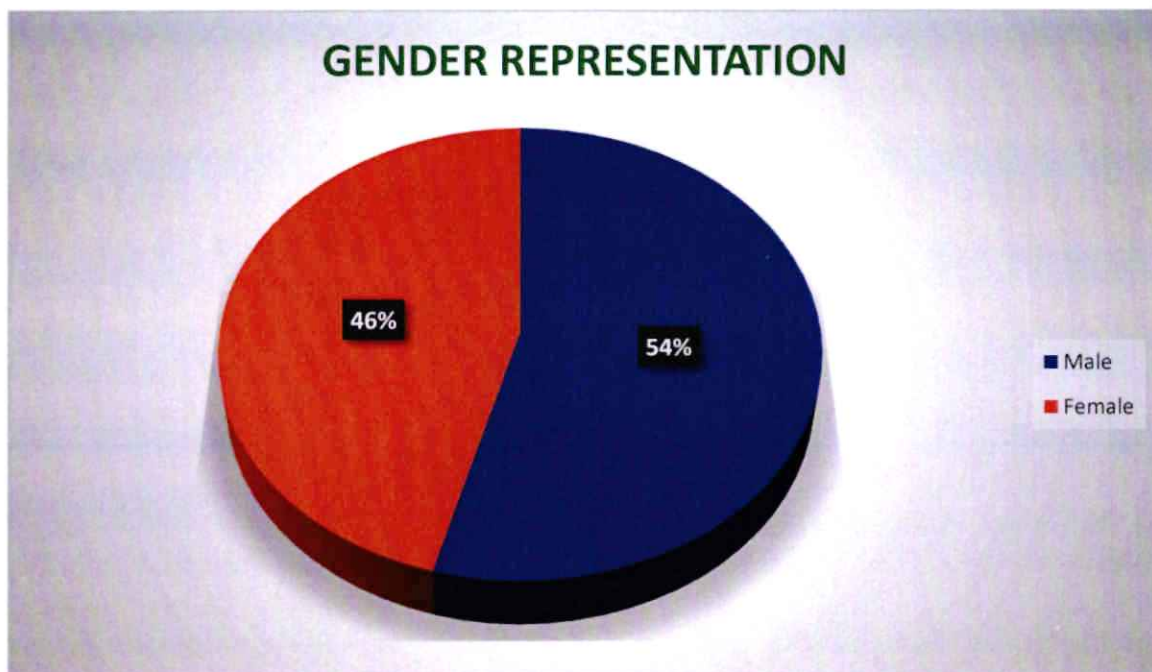
69. The Kenya Medical Training College (KMTC) is a State Corporation established under Section 3 of the KMTC Act (Cap 261) of the Laws of Kenya and falls under the Ministry of Health.
70. The Chief Executive Officer (CEO), Dr. Kelly Oluoch appeared before the Committee on Friday, 1st March 2024 and made the following submissions:
71. Currently, KMTC has an in-post of two thousand and seventy-five (2,075) employees. Thirty (30) out of forty-six (46) ethnic communities which is contrary to the provisions of Article 232 (1) (h) and (i) of the Constitution. Majority of the staff are from one (1) community namely, the Kalenjin at 19.7%. At Senior Management Level, only seven (7) out of the thirty (30) ethnic communities are represented.



72. In analysis of the age composition, majority of the staff fall within the age bracket of 45-55 years with seven hundred and forty-eight (748) employees translating to 36%.



73. KMTC has employed one thousand, one hundred and twenty-six (1,126) male staff members and nine hundred and forty-nine female staff members translating to 54% and 46% respectively, achieving the two thirds gender rule.



74. The College has employed forty-one (41) PWDs translating to 2% which falls short of the requirements stipulated in Article 54 (2) of the Constitution.

75. In the ratio of National population and employment proportion, the Kalenjin community is greatly overrepresented with a positive variance of 6.3%.

76. Promotions done in the last five (5) years at KMTC, the Kikuyu community dominated at 19.6% out of the nine hundred and sixty (960) employees promoted.

Challenges faced in promoting diversity

- i. Lack of enough funding to recruit from marginalized areas following the freezing of employment from public service.
- ii. Lack of requisite qualifications during recruitment.
- iii. Lack of students with hearing disabilities who are interested in taking up the certificate in nutrition course established at the Molo campus.

Mitigation measures to curb the challenges

- i. KMTC has created an office for resource mobilization to source for funding.

- ii. The College in a bid to mainstream PWDs liaises with NCPWD during advertisements of any job openings.
- iii. It has established a Disability Mainstreaming Desk and Committee that ensures the welfare of PWD.
- iv. In the year 2019/2020, KMTC conducted accessibility audit to establish areas that require improvement and compliance to enable free movement of PWDs.
- v. The Molo Campus offers certificate in nutrition for the deaf students.
- vi. Courses such as speech and language therapy have been introduced to assist students with such challenges.
- vii. Policy on Gender Mainstreaming, Gender Based Violence and PWDs have been developed to ensure fairness and inclusion in the College activities.
- viii. In the construction of new buildings in the College, features such as ramps are embedded as a key requirement to facilitate the movement of PWDS.

Measures put in place to enhance the work environment for PWDs

- i. It has trained four (4) staff on sign language and has sponsored three (3) additional staff for training in 2024.
- ii. KMTC has institutionalized affirmative action programmes to ensure PWDS are mainstreamed.
- iii. PWDs are considered during trainings.
- iv. Provision of ramps, lifts, toilets and reserved parking for PWDS.
- v. Service charter has been translated to braille and sign language.
- vi. Provision of friendly furniture e.g., orthopedic chairs.
- vii. The College in liaison with the NCPWD advertises job openings to Fuzu.com to enhance access by PWDs.

6.0 GENERAL OBSERVATIONS

77. Arising from the submissions made, the Committee made the following observations: That

- 1) All public institutions sampled in the report reveal **significant ethnic imbalances** by having concentrated **staff representation from a single ethnic community**, with **MTRH** having the **highest representation** of the **Kalenjin community** at **66.62%**. This demonstrates lack of inclusivity, potentially alienating minority and marginalized communities.
- 2) **None** of the reviewed institutions have **successfully complied** with the Constitutional mandate stipulating the **requirement of at least 5% representation of Persons with Disabilities (PWDs)**, with **KIE** having the **lowest representation** at **0.97%**. This not only suggests a compliance issue but also as an environment potentially perceived as unwelcoming to PWDs.
- 3) Some of the institutions reported extremely **low representation of the youth** indicating systemic barriers preventing the young people from accessing employment opportunities in the public sector, with **KEMSA** having the **lowest youth representation** at **1.4%**. This **undermines Article 55 of the Constitution** which stipulates the commitment to youth inclusion and also severely impacts succession planning.
- 4) Most institutions **meet the two-thirds gender rule** except **LVNWWDA** with a **representation of women at 28%**. Furthermore, **women remain disproportionately concentrated in lower cadre jobs** reducing their influence and visibility in decision-making roles. This raises concerns about gender parity and empowerment within these public institutions.
- 5) Institutions reported **limited applications from marginalized communities** yet there appears to be **insufficient affirmative actions** to encourage greater participation from these groups. This highlights institutional inertia and entrenches systemic inequalities.
- 6) Data on **promotions** consistently showed a **preference for dominating communities** within institutions, with **LVNWWDA** having the **highest representation** of the **Luhya community** at **66.7%**. This **limits career advancement opportunities** for minority ethnic groups embedding structural inequalities within public sectors.

7.0 GENERAL RECOMMENDATIONS

78. The Committee made the following recommendations: That within **six (6) months** of the adoption of this report:-

- 1) Public institutions that fail to show improvement in recruitment compliance within a year of appearing before the Committee should have their CEOs held accountable. Legal action should be initiated in line with Articles 10, 27, 56 and 232 of the Constitution, the Public Officer Ethics Act, CAP. 185B and the Leadership and Integrity Act, CAP. 185C.
- 2) The Public Service Commission (PSC) should prepare regular quarterly reports and annual audits to assess how public institutions reflect ethnic diversity, and submit to the National Cohesion and Equal Opportunity Committee for reviewing, tracking progress and ensuring that all Kenyan communities are fairly represented and included in public sector.
- 3) The National Council for Persons with Disabilities (NCPWD) should conduct semi-annual audits to evaluate the representation and inclusion of PWDs within public institutions, and present the reports to the National Cohesion and Equal Opportunity Committee for oversight and guidance.
- 4) Public institutions need to work closely and proactively with NCPWD, developing effective recruitment strategies and initiatives aimed at achieving full compliance and inclusion of PWDs across public sectors.
- 5) The Public Service Commission (PSC) should establish clear, transparent and standardized criteria for employee promotions to eliminate biases favouring dominant communities. This will create an equitable promotion system where all employees regardless of their community background, have equal and genuine opportunities for career advancement based solely on merit and qualifications.

SIGNATURE..........DATE 29/04/2025.....

HON. YUSSUF ADAN HAJI, DSM, CBS M.P

CHAIRPERSON, COMMITTEE ON NATIONAL COHESION AND EQUAL
OPPORTUNITY

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 29 APR 2025	DAY. 35
TABLED BY:	
CLERK-AT THE-TABLE:	

ANNEXURES

**LAKE VICTORIA SOUTH
WATER WORKS
DEVELOPMENT AGENCY
(LVSWWDA)**



LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY

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LAKE VICTORIA SOUTH WATER WORKS
DEVELOPMENT AGENCY
P.O. Box 3325 - 40100, KISUMU
TEL: 020 - 2157233

LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY.

STAFF BIODATA AS AT NOVEMBER 2024

NO.	NAME	P/NO.	TERMS OF SERVICE	GENDER	DOB DD/MM/Y YYY	AGE	DOFA DD/MM/Y YYY	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	DISABILITY (YES/NO)	ETHNICITY
1.	Jackline Kemunto	C1	Contract	Female	06/1974	50	12/12/2023	Chief Executive Officer	LVS 1	NO	Kisii
2.	John Francis Adongo	0072	Contract	Male	12/11/1974	50	03/05/2017	Senior Manager Finance, Resource Mobilisation and Investment	LVS 2	NO	Luhya
3.	Miriam C. Siwa	0078	Contract	Female	02/12/1968	55	03/06/2019	Senior Manager Research and Strategy	LVS 2	NO	Luo
4.	Paul O. Agwanda	0032	Contract	Male	14/12/1978	45	01/02/2008	Senior Manager Water Works Services	LVS 2	NO	Luo
5.	Daniel Owino	0102	Contract	Male	02/04/1976	48	10/05/2021	Senior Manager Corporate Services	LVS 2	NO	Luo
6.	Daniel Oronje	0045	Permanent	Male	4/12/1974	49	3/5/2010	Manager Sanitation Works and Services	LVS 3	NO	Luo
7.	Pamphil M. Oundo	0103	Permanent	Male	10/05/1988	36	May 2021	Corporation Secretary and Manager legal Services	LVS 3	NO	Luhya
8.	Grace Abuto	0104	Contract	Female	01/10/1973	50	06/05/2021	Manager Internal Audit	LVS 3	NO	Luo
9.	David Koske	0101	Contract	Male	25/10/1965	59	19/04/2021	Manager Human Resource and Administration	LVS 3	NO	Kalenjin

NO.	NAME	P/NO.	TERMS OF SERVICE	GENDER	DOB DD/MM/Y YYY	AGE	DOFA DD/MM/Y YYY	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	DISABILITY (YES/NO)	ETHNICITY
21.	Clement Pascal Okoth	0125	Permanent	Male	19/04/1987	37	17/04/23	Principal Surveyor	LVS 4	NO	Luo
22.	Duncan Muga	0141	Permanent	Male	01/01/1979	45	22/07/2024	Principal Corporate Communications Officer	LVS 4	NO	Luo
23.	Josephat Simba Samusi	0143	Permanent	Male	28/02/1989	35	22/07/2024	Principal Engineer	LVS 4	NO	Kisii
24.	Geoffrey Sang	0144	Permanent	Male	25/12/1982	41	22/07/2024	Principal Resource Mobilization Officer	LVS 4	NO	Kalenjin
25.	Vincent Kipng'eno	0051	Permanent	Male	12/07/1984	39	16/08/2010	Senior Engineer	LVS 5	NO	Kalenjin
26.	Phelix O. Okuta	0052	Permanent	Male	01/02/1980	44	16/08/2010	Senior Engineer	LVS 5	NO	Luo
27.	Wilfred K. Obae	0025	Permanent	Male	02/02/1972	52	01/02/2008	Senior Supplies Chain Management Officer	LVS 5	NO	Kisii
28.	Felix O. Ouma	0068	Permanent	Male	29/01/1980	44	02/04/2014	Senior ICT Officer	LVS 5	NO	Luo
29.	Robert Kipyegon Ronoh	0079	Permanent	Male	09/01/1981	43	16/04/2019	Senior Engineer	LVS 5	NO	Kalenjin
30.	Franciscar Ondhowe	0020	Permanent	Female	13/05/1974	50	01/07/2007	Senior Human Resource Officer	LVS 5	NO	Luo
31.	Maureen A. Odiwuor	0074	Permanent	Female	03/01/1986	39	15/05/2017	Senior Corporate Communication Officer	LVS 5	NO	Luo
32.	Samwel C. Maroa	0075	Permanent	Male	26/06/1986	38	4/05/2018	Senior Engineer	LVS 5	NO	Kuria

NO.	NAME	P/NO.	TERMS OF SERVICE	GENDER	DOB DD/MM/YYYY	AGE	DOFA DD/MM/YYYY	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	DISABILITY (YES/NO)	ETHNICITY
										NO. NCPW D/1122 36	
46.	Caroline Migaliza	0126	Permanent	Female	30/06/1990	34	17/04/23	Legal Officer	LVS 6	NO	Luhya
47.	Kimeli Maureen Jepkogei	0121	Permanent	Female	15/02/1993	31	03/04/23	Hydrogeologist	LVS 6	NO	Kalenjin
48.	Nelly Kiptui Chesang	0123	Permanent	Female	07/06/1994	30	03/04/23	Research and Innovation Officer	LVS 6	NO	Kalenjin
49.	Mike Asuo	0136	Permanent	Male	06/06/1990	34	02/10/2023	Records Management Officer	LVS 6	NO	Luo
50.	Joel Omino	0140	Permanent	Male	17/10/1982	41	22/07/2024	Water Quality Officer	LVS 6	NO	Luo
51.	Hosea K. Biwott	0013	Permanent	Male	15/06/1965	59	01/07/2007	Senior Assistant Planning and Design draughtsman	LVS 7	NO	Kalenjin
52.	Geoffrey O. Waindi	0022	Permanent	Male	27/05/1973	51	01/07/2007	Senior Assistant Records Management Officer	LVS 7	NO	Luo
53.	Monica A. Ng'iendo	0006	Permanent	Female	27/10/1966	57	01/07/2007	Senior Assistant Office Administrator	LVS 7	NO	Luo
54.	Tobias Airo Oyugi	0007	Permanent	Male	01/01/1970	54	01/07/2007	Senior Accounts Assistant	LVS 7	NO	Luo
55.	Diana A. Otieno	0005	Permanent	Female	05/02/1978	46	01/07/2007	Senior Assistant Office Administrator	LVS 7	NO	Luo

NO.	NAME	P/NO.	TERMS OF SERVICE	GENDER	DOB DD/MM/YYYY	AGE	DOFA DD/MM/YYYY	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	DISABILITY (YES/NO)	ETHNICITY
68.	Faith Samo	0133	Permanent	Female	31/12/1977	46	02/10/2023	Assistant Office Administrator	LVS 8	NO	Luhya
69.	Everlyn Iranogwa	0132	Permanent	Female	11/12/1988	35	02/10/2023	Assistant Office Administrator	LVS 8	NO	Luhya
70.	Austine W. Busuru	0066	Permanent	Male	07/07/1986	38	01/07/2013	Senior Driver	LVS 9	NO	Luhya
71.	Duncan Onyagura	0129	Permanent	Male	04/09/1993	30	17/09/2021	Senior Driver	LVS 9	NO	Teso
72.	Maurice O. Adiang	0058	Permanent	Male	07/01/1977	47	03/02/2011	Driver	LVS 10	NO	Luo
73.	Wycliffe O. Omeme	0065	Permanent	Male	04/05/1979	45	01/07/2013	Driver	LVS 10	NO	Luo
74.	Sarikon Pemba	0080	Permanent	Male	05/11/1993	30	10/06/2019	Driver	LVS 10	NO	Maasai
75.	Reagan Odiwuor	0082	Permanent	Male	28/08/1986	37	17/06/2019	Driver	LVS 10	NO	Luo
76.	Robert Kimathi	0135	Permanent	Male	7/01/1968	56	02/10/2023	Driver	LVS 10	NO	Kikuyu
77.	Benson Odhiambo	0134	Permanent	Male	27/07/1969	54	02/10/2023	Driver	LVS 10	NO	Luo
78.	Felix Odhiambo Mbaka	0130	Permanent	Male	20/11/1995	28	02/10/2023	Driver	LVS 10	NO	Luo
79.	Kipng'eno D. Kigen	0055	Permanent	Male	01/01/1979	45	01/10/2010	Senior Office Assistant	LVS 11	NO	Kalenjin
80.	Pius W. Mungai	0015	Permanent	Male	05/02/1968	56	01/07/2007	Office Assistant	LVS 12	NO	Kikuyu
81.	Leah A. Otege	0021	Permanent	Female	02/02/1968	56	01/07/2007	Office Assistant	LVS 12	NO	Luo

NO.	NAME	P/NO.	TERMS OF SERVICE	GENDER	DOB DD/MM/YYYY	AGE	DOFA DD/MM/YY	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	DISABILITY (YES/NO)	ETHNICITY
			(LVWATSAN)								
88.	Francis Yator Kamuren	0146	Two years Contract (LVWATSAN)	Male	5/12/1989	34	22/07/2024	Senior Supply Chain Management Officer	Contract	NO	Kalenjin

STAFFING LEVELS AT LAKE VICTORIA SOUTH WATER WORKS DEVELOPMENT AGENCY

Lake Victoria South Water Works Development Agency has a total of eighty-eight (88) employees, six (6) of which are on five-year contract, one (1) on three-year contract, seven (7) on 2-year contract and seventy-four (74) are permanent and pensionable.

The current ethnic representation is as shown below: -

S.NO.	ETHNIC COMMUNITY	TOTAL NUMBER	% PER ETHNIC COMMUNITY
1.	Luo	53	60.22%
2.	Kalenjin	13	14.77%
3.	Kisii	8	9.09%
4.	Luhya	7	7.95%
5.	Kikuyu	2	2.27%
6.	Suba	1	1.13%
7.	Kamba	1	1.13%
8.	Kuria	1	1.13%
9.	Maasai	1	1.13%
10.	Teso	1	1.13%
	TOTAL	88	100%

EMPLOYEE COMPOSITION –AGE, GENDER & PERSONS WITH DISABILITIES

1. EMPLOYEE COMPOSITION –AGE

Age	Total Number	Percentage (%)
21-29	6	6.81 %
30-39	33	37.51 %
40-49	25	28.41 %
Above 50	24	27.27 %
TOTAL	88	100 %

2. EMPLOYEE COMPOSITION – GENDER

Age	Gender			
	Male		Female	
	Total No.	Percentage (%)	Total No.	Percentage (%)
21-29	4	4.54 %	2	2.27 %
30-39	23	26.13 %	10	11.37 %
40-49	19	21.59 %	6	6.82 %
Above 50	16	18.18 %	8	9.10 %
TOTAL	62	70.44	26	29.56%

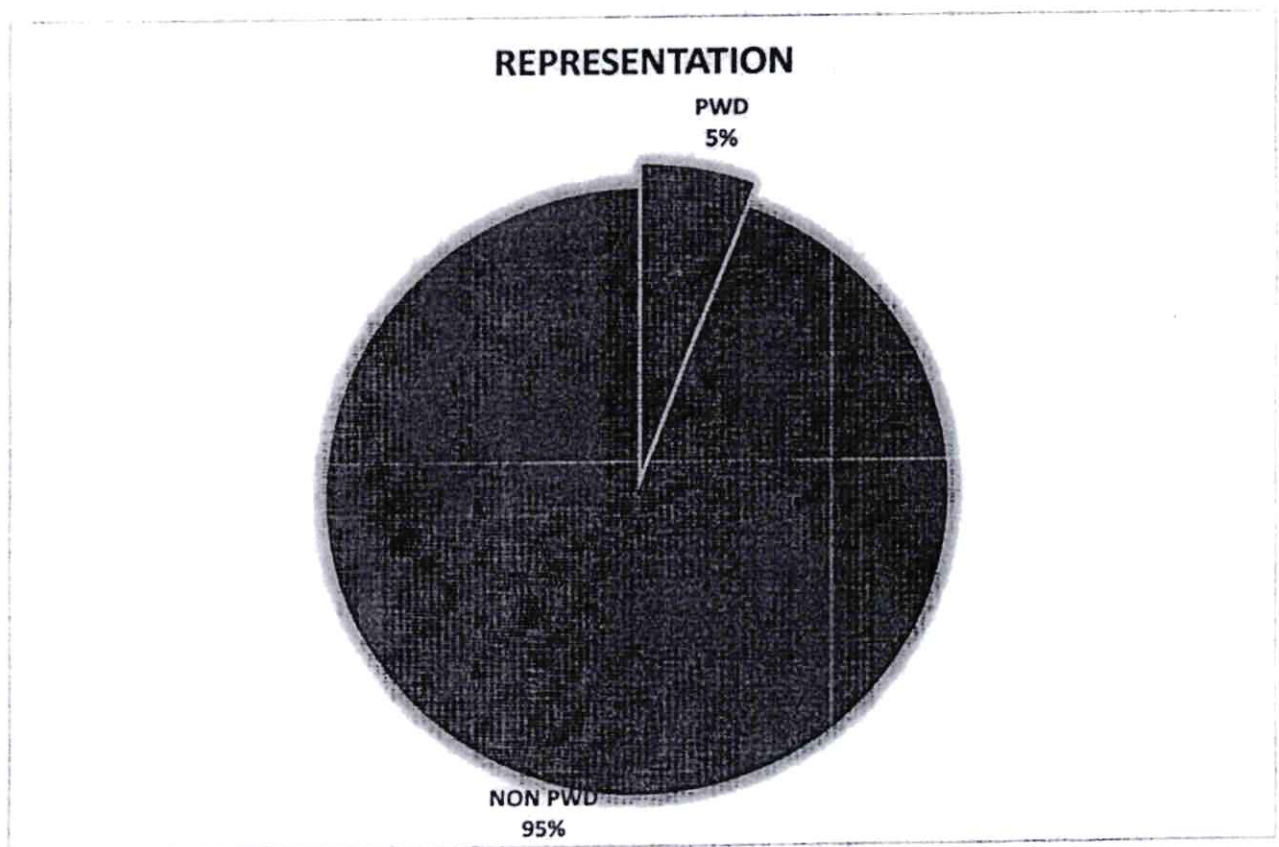
3. EMPLOYEE COMPOSITION –DISABILITIES

Age	Disability			
	Male		Female	
	Total No.	Percentage (%)	Total No.	Percentage (%)
21-29	1	1.13 (%)	0	0 (%)
30-39	0	0 (%)	0	0 (%)
40-49	2	2.27 (%)	0	0 (%)
Above 50	1	1.13 (%)	0	0 (%)
TOTAL	4	4.53 (%)	0	0 (%)

**EXTENT TO WHICH THE AGENCY HAS COMPLIED WITH ARTICLE 54 (2) OF THE
CONSTITUTION ON COMPOSITION OF PERSONS WITH DISABILITIES**

The Agency has complied with Article 54 (2) of the constitution that requires that at least 5% of the members of the public being recruited, elected or appointed be persons with disabilities.

With a staff population of 88 employees, the Agency has 4 No. registered persons with disability serving on permanent and pensionable terms of employment. This represents 5% of the current staff population.



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**COMPOSITION OF THE GOVERNING BODY OF THE AGENCY IN TERMS OF AGE,
GENDER, ETHNICITY AND PERSONS WITH DISABILITY**

The Agency currently has eight Board of Directors. The following table shows the Board of Directors ages, ethnicity, gender and disability status:

No.	Name	Role	Age	Ethnicity	Gender	Disability
1	Mr. Cavince Oduyo Owidi	Chairperson	56	Luo	Male	None
2	Jomo Maisori Mwita	Member	45	Kuria	Male	None
3	Cecilia Bosuben Ng'etich	Member	62	Kalenjin	Female	None
4	Millicent Oduor	Member	60	Luo	Female	None
5	John Momanyi	Member	67	Kisii	Male	None
6	Theodora Kerubo Gichana	Rep. Inspector General of State Corporation	58	Kisii	Female	None
7	Joseph Mbatha	National Treasury	53	Kamba	Male	None
8	Douglas Mutahi	Representative of Principal Secretary of state department of Water and Sanitation	58	Meru	Male	None

PERCENTAGE OF BOARD REPRESENTATION BY GENDER

Out of these, five (5) are male representing 62.5% while three (3) are female representing 37.5%.

Gender	Total Number	Percentage (%)
Male	5	62.5%
Female	3	37.5%
TOTAL	8	100 %

COMPOSITION OF EMPLOYEES IN SENIOR MANAGEMENT LEVEL, MIDDLE AND LOWER CADRES IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY

Senior Management staff

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
1.	Chief Executive Officer	LVS 1	Kisii	50	Female	NO
2.	Senior Manager Finance, Resource Mobilization and Investment	LVS 2	Luhya	50	Male	NO
3.	Senior Manager Research and Strategy and Performance Management	LVS 2	Luo	56	Female	NO
4.	Senior Manager Water Works Services	LVS 2	Luo	46	Male	NO
5.	Senior Manager Corporate Services	LVS 2	Luo	48	Male	NO
6.	Manager Sanitation	LVS 3	Luo	50	Male	NO
7.	Corporation Secretary and Manager legal Services	LVS 3	Luhya	36	Male	NO
8.	Manager Internal Audit	LVS 3	Luo	51	Female	NO
9.	Manager Human Resource and Administration	LVS 3	Kalenjin	59	Male	NO
10.	Manager Water Services and County Liaison	LVS 3	Luo	46	Male	YES
11.	Manager Finance and Accounts	LVS 3	Kalenjin	42	Female	NO
12.	Manager, Quality Assurance, Risk and Compliance	LVS 3	Luo	57	Male	YES
13.	Manager Planning, Strategy and Performance Management	LVS 3	Luo	48	Female	NO
14.	Manager Supplies Chain Management	LVS 3	Luo	54	Male	NO
15.	Manager Water Works Planning and Design	LVS 3	Luo	46	Male	NO
16.	Manager Water Works Development	LVS 3	Luo	37	Female	NO

The current ethnic representation for Senior Management staff is as shown below: -

S.NO.	ETHNIC COMMUNITY	TOTAL NUMBER	% PER ETHNIC COMMUNITY
1.	Luo	11	68.75%
2.	Kalenjin	2	12.5%
3.	Kisii	1	6.25%
4.	Luhya	2	12.5%
5.	Kikuyu	0	0%
6.	Suba	0	0%
7.	Kamba	0	0%
8.	Kuria	0	0%
9.	Maasai	0	0%
10.	Teso	0	0%
	TOTAL	16	100%

Middle level staff

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
1	Principal Accountant	LVS 4	Luo	38	Male	NO
2	Principal Engineer	LVS 4	Kalenjin	35	Male	NO
3	Principal Supply Chain Management Officer	LVS 4	Luo	34	Male	NO
4	Principal Surveyor	LVS 4	Luo	35	Male	NO

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
5	Principal Corporate Communication	LVS 4	Luo	45	Male	NO
6	Principal Officer, Environment	LVS 4	Luo	50	Male	NO
7	Principal Engineer	LVS 4	Kisii	35	Male	NO
8	Principal Resource Mobilization	LVS 4	Kalenjin	42	Male	NO
9	Senior Engineer	LVS 5	Kalenjin	40	Male	NO
10	Senior Engineer	LVS 5	Luo	44	Male	NO
11	Senior Supplies Chain Management Officer	LVS 5	Kisii	49	Male	NO
12	Senior ICT Officer	LVS 5	Luo	42	Male	NO
13	Senior Engineer	LVS 5	Kalenjin	43	Male	NO
14	Senior Human Resource Officer	LVS 5	Luo	50	Female	NO
15	Senior Corporate Communication Officer	LVS 5	Luo	38	Female	NO
16	Senior Engineer	LVS 5	Kuria	38	Male	NO
17	Senior Quality Assurance Officer	LVS 5	Luo	42	Female	NO
18	Senior Accountant	LVS 5	Luo	41	Male	NO
19	Senior Officer, Risk and Compliance	LVS 5	Luo	35	Male	NO
20	Senior Office Administrator	LVS 5	Luo	51	Female	NO
21	Senior Accountant	LVS 5	Luo	42	Male	YES
22	Senior Internal Auditor	LVS 5	Kisii	38	Female	NO
23	Senior Accountant	LVS 5	Kisii	39	Male	NO
24	Senior Supply Chain Management Officer	LVS 5	Kalenjin	35	Male	NO
25	Senior Community Development Officer	LVS 5	Luo	31	Male	NO

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
26	Monitoring and Evaluation Officer	LVS 5	Luo	43	Male	NO
27	Senior Community Development Officer	LVS 5	Luo	38	Male	NO
28	Senior Engineer	LVS 5	Luo	34	Male	NO
29	Senior Engineer	LVS 5	Luo	32	Male	NO

The current ethnic representation for Middle level Management staff is as shown below: -

S.NO.	ETHNIC COMMUNITY	TOTAL NUMBER	% PER ETHNIC COMMUNITY
1.	Luo	19	65.5%
2.	Kalenjin	5	17.3%
3.	Kisii	4	13.8%
4.	Luhya	0	0
5.	Kikuyu	0	0
6.	Suba	0	0
7.	Kamba	0	0
8.	Kuria	1	3.4%
9.	Maasai	0	0
10.	Teso	0	0
	TOTAL	29	100%

Lower-level staff

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
1	Accountant	LVS 6	Kamba	44	Male	NO
2	Engineer	LVS 6	Kalenjin	29	Male	NO
3	Supply Chain Management Officer	LVS 6	Kisii	31	Female	NO
4	Engineer-	LVS 6	Luo	28	Female	NO
5	Engineer	LVS 6	Luo	32	Female	NO
6	Legal Officer	LVS 6	Luhya	33	Female	NO
7	Hydrogeologist	LVS 6	Kalenjin	30	Female	NO
8	Research & Innovation Officer	LVS 6	Kalenjin	28	Female	NO
9	Internal Auditor-PWD-REG. NO. NCPWD/112236	LVS 6	Luo	29	Male	YES
10	Water Quality Officer	LVS 6	Luo	42	Male	NO
11	Records Management Officer	LVS 6	Luo	34	Male	NO
12	Senior Assistant planning Draughtsman	LVS 7	Luo	30	Male	NO
13	Senior Assistant Planning and Design draughtsman	LVS 7	Kalenjin	59	Male	NO
14	Senior Assistant Records Management Officer	LVS 7	Luo	51	Male	NO
15	Senior Assistant Office Administrator	LVS 7	Luo	57	Female	NO
16	Senior Accounts Assistant	LVS 7	Luo	55	Male	NO
17	Senior Assistant Office Administrator	LVS 7	Luo	46	Female	NO
18	Senior Accounts Assistant	LVS 7	Luo	54	Male	NO
19	Senior Assistant Engineering Technician	LVS 7	Luhya	32	Female	NO
20	Senior Assistant Office Administrator	LVS 7	Luo	25	Female	NO

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
21	Senior Assistant Transport Officer	LVS 7	Luo	35	Male	NO
22	Assistant Customer Care Officer	LVS 8	Kalenjin	59	Male	NO
23	Assistant Office Administrator	LVS 8	Luo	51	Female	NO
24	Assistant Records Management Officer	LVS 8	Kisii	59	Male	NO
25	Assistant Supply Chain Management Officer	LVS 8	Luo	40	Male	NO
26	Assistant Supply Chain Management Officer	LVS 8	Luo	40	Male	NO
27	Assistant Office Administrator	LVS 8	Luo	45	Female	NO
28	Assistant Corporate Communications Officer	LVS 8	Luo	27	Female	NO
29	Assistant Office Administrator	LVS 8	Luhya	46	Female	NO
30	Assistant Office Administrator	LVS 8	Luhya	36	Female	NO
31	Senior Driver	LVS 9	Luhya	37	Male	NO
32	Senior Driver	LVS 9	Teso	31	Male	NO
33	Driver	LVS 10	Luo	46	Male	NO
34	Driver	LVS 10	Luo	44	Male	NO
35	Driver	LVS 10	Luo	38	Male	NO
36	Driver	LVS 10	Maasai	31	Male	NO
37	Driver	LVS 10	Kikuyu	56	Male	NO
38	Driver	LVS 10	Kisii	39	Male	NO
39	Driver	LVS 10	Luo	55	Male	NO
40	Driver	LVS 10	Luo	29	Male	NO
41	Senior Office Assistant	LVS 11	Kalenjin	44	Male	NO

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
42	Office Assistant	LVS 12	Kikuyu	55	Male	NO
43	Office Assistant	LVS 12	Luo	55	Female	NO

The current ethnic representation for lower-level management staff is as shown below: -

S.NO.	ETHNIC COMMUNITY	TOTAL NUMBER	% PER ETHNIC COMMUNITY
1.	Luo	24	55.8%
2.	Kalenjin	6	13.9%
3.	Kisii	3	6.9%
4.	Luhya	5	11.6%
5.	Kikuyu	2	4.6%
6.	Suba	0	0
7.	Kamba	1	2.4%
8.	Kuria	0	0
9.	Maasai	1	2.4%
10.	Teso	1	2.4%
	TOTAL	43	100%

TOTAL NUMBER OF STAFF EMPLOYED IN THE LAST THREE RECRUITMENTS AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY

The Agency recruited a total of 15 staff members in the last three recruitments on permanent and pensionable terms of service as follows: -

1st Recruitment August 2023

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	ETHNICITY	AGE	GENDER	DISABILITY (YES/NO)
1	Senior Monitoring and Evaluation Officer	LVS 5	Luo	41	Male	NO
2	Records Management Officer	LVS 6	Luo	34	Male	NO
3	Assistant Office Administrator	LVS 8	Luhya	46	Female	NO
4	Assistant Office Administrator	LVS 8	Luhya	33	Female	NO
5	Driver	LVS 10	Kikuyu	56	Male	NO
6	Driver	LVS 10	Luo	54	Male	NO
7	Driver	LVS 10	Luo	28	Male	NO

2nd Recruitment October 2023

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	ETHNICITY	AGE	GENDER	DISABILITY (YES/NO)
1	Senior Community and Development Officer	LVS 5	Luo	30	Male	NO
2.	Transport Officer	LVS 6	Luo	32	Female	NO
3	Senior Assistant Planning and Design Draughts Man	LVS 7	Luo	30	Male	NO

3rd Recruitment May 2024

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
1	Principal Engineer	LVS 4	Kisii	35	Male	NO
2	Principal Corporate Communications Officer	LVS 4	Luo	45	Male	NO
3	Principal Resource Mobilization	LVS 4	Kalenjin	41	Male	NO
4	Senior Internal Auditor	LVS 5	Kisii	37	Female	NO
5	Water Quality Officer	LVS 6	Luo	41	Male	NO

ANALYSIS OF STAFF RECRUITMENTS IN ETHNICITY, AGE, GENDER AND PWDS

i. Ethnic representations in the last three recruitments

S.NO	Ethnic Community	Total Number	Percentage Representation (%)
1.	Kalenjin	1	6.67 %
2.	Kisii	2	13.33 %
3.	Luo	9	60 %
4.	Luhya	2	13.33 %
5.	Kikuyu	1	6.67 %
6.	Total	15	100%

i. Gender representation in the last three recruitments

S.NO	Gender	Total Number	Percentage Representation (%)
1.	Male	11	73.33 %
2.	Female	4	26.67%
3.	Total	15	100%

ii. PWD representation in the last three recruitments

S.NO	PWD Status	Total Number	Percentage Representation (%)
1.	PWD	0	0 %
2.	Non PWD	15	100 %

NOTE:

- During this Recruitment process, there was no applicant with PWD status.

MEASURES PUT IN PLACE TO PROMOTE PERSONS LIVING WITH DISABILITIES FRIENDLY WORK ENVIRONMENT

The Agency has put in place the following Measures to improve on work environment for Persons living with disability: -

- i. The Agency has constructed permanent ramps within the institution to ease movements for Persons Living with Disability to access services of the Agency.
- ii. The Agency has procured wheelchairs and crutches to support movement of persons living with disability.
- iii. The Institution has Service Charter in braille both in English and Kiswahili.
- iv. Wash rooms for persons living with disabilities are available for their use.
- v. Reserved parking space for persons living with disability is in place.
- vi. Swing doors have been installed in washrooms facilities for easier access by persons living with disability.
- vii. Handrails have been installed in washroom facilities.
- viii. Signage have been put in place to direct Person Living with disability to access ramps.
- ix. The Agency has facilitated training of 2 staff on Kenya sign language
- x. Staff have been sensitized on disability mainstreaming.
- xi. The Agency website has been upgraded to conform to Web Content Accessibility Guidelines (WCHG) on accessibility for person living with disability
- xii. When placing advertisement on daily newspapers, the Agency includes a rider that "Women, minority group and persons living with disability are encouraged to apply" this shows that the Agency does not discriminate against gender, race or disability.

MITIGATION MEASURES TO CURB THE CHALLENGES

- i. Encouraging other communities to apply for advertised posts by putting a rider that 'applicants from the minority groups are encouraged to apply.
- ii. By filling future vacancies with persons from none dominant communities. This is because the Agency has reached a point where each year, one employee or two will be proceeding on retirement hence the Agency will use such opportunities to improve on its national diversity.
- iii. The Agency has been competitively employing its staff by considering qualified candidates from non-dominant communities thus reducing the percentage of the dominant community.
- iv. Through replacement of retiring staff, with preference given to candidates from the non-dominant communities, the Agency will reduce the percentage of the dominant community from 60.22% to about 50% in the next five (5) years.
- v. The Agency's' optimum staff establishment is one hundred and fifty-three (153) and the current establishment is eighty-eight (88) leaving a balance of sixty-five (65) which provides an avenue to address the ethnic diversity requirement, once the moratorium on recruitment is lifted.

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CHALLENGES THE AGENCY HAS FACED IN ITS BID TO ENHANCE DIVERSITY OF EMPLOYEES AND THE MITIGATION MEASURES TO CURB THE CHALLENGES.

- i. The government policy which required the then Boards, upon formation, to recruit their staff from the water sector institutions limited the chances for ethnic diversity. The water sector staff in the region where the Agency is domiciled during the inception were largely dominated by the host community, the Luo. This was mainly due to the District Focus for Rural Development policy the government adopted in the early 1990s. The policy encouraged staff from various Ministries to move to their home Districts.
- ii. The response by members of other communities other than the dominant community in the region on advertised posts by the Agency has been very low and none competitive thus making it difficult for the Agency to diversify on ethnic reorientation.
- iii. The Agency has also not been able to significantly improve on the ethnic representation in its staff establishment due to low staff turnover. Recruitment of staff has also been suspended/slowed down by the Government in order to manage the Recurrent Budget.
- iv. The staff recruited in the Agency at inception going forward were mostly young people and for about 15 years, the Agency did not have staff retiring from service hence there was no opportunity for new recruitment and to diversify.
- v. Persons from distant communities rarely apply for advertised vacancies within the Agency. Members of the Luo community tend to apply more whenever a vacancy is advertised, mainly due to locality of the Agency's headquarters.

**STATUS OF COMPLIANCE OF THE INSTITUTION WITH SECTION 7 OF THE NCI ACT,
2008 AND ARTICLE 232 (1) (H) AND (I) OF THE CONSTITUTION, INCLUDING THE
EFFORTS MADE BY THE AGENCY TO ENHANCE COMPLIANCE**

The Agency is conscious of section 7 of the National Cohesion and Integration Act 2008, Article 232 (1) (h) and (i) of the constitution and has made the following efforts to enhance its compliance:

- i. Encouraging all communities to apply for advertised vacancies by putting a rider in the advert that, persons with disability, women and minority groups are encouraged to apply.
- ii. Advertising job opportunities/vacancies through the National Newspapers with wide circulation that are accessed by majority of the people across the country e.g. My Gov newspaper, Daily National Newspapers and the Agency's website.
- iii. By striving to fill any vacancies that fall vacant with qualified persons from non dominant communities whenever job opportunities arise in the Agency.
- iv. Through replacement of retiring staff with qualified candidates from the non-dominant communities wherever possible. About 10% of the current workforce are above 50 years of age. In the next 5 years majority of them will retire from service. The Agency will use such opportunities to improve on its national diversity by filling the positions with qualified candidates from non-dominant communities.
- v. The Agency's optimum staff establishment is one hundred and fifty-three (153) and the current establishment is eighty-eight (88) leaving a balance of sixty-five (65). The Agency will progressively use this tool to address the issue of ethnic diversity in the organization.

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**RATIO BETWEEN THE NATIONAL POPULATION AND EMPLOYMENT PROPORTION IN
THE AGENCY (UNDERREPRESENTATION AND OVERREPRESENTATION) BASED ON 2019
NATIONAL POPULATION AND HOUSING CENSUS**

S.NO	Age	Total Number	Total National Population	Employment Ratio
1	21-29	6	8,131,738	0.00000074
2	30-39	33	6,093,108	0.00000542
3	40-49	25	3,962,470	0.00000631
4	Above 50	24	2,376,904	0.00001010
5	TOTAL	88	20,564,220	0.00002256

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TOTAL NUMBER OF CONTRACTUAL STAFF SERVING CURRENTLY AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY IN THE AGENCY

NO.	DESIGNATION	JOB GROUP/ JOB LEVEL/ JOB GRADE	Ethnicity	AGE	GENDER	DISABILITY (YES/NO)
1.	Chief Executive Officer	LVS 1	Kisii	50	Female	NO
2	Senior Manager Finance, Resource Mobilization and Investment	LVS 2	Luhya	50	Male	NO
3	Senior Manager Research and Strategy and Performance Management	LVS 2	Luo	56	Female	NO
4	Senior Manager Water Works Services	LVS 2	Luo	46	Male	NO
5	Senior Manager Corporate Services	LVS 2	Luo	48	Male	NO
6	Manager Human Resource and Administration	LVS 3	Kalenjin	59	Male	NO
7	Manager Internal Audit	LVS 3	Luo	51	Female	NO
8.	Senior Engineer	LVS 5	Luo	34	Male	NO
9.	Senior Engineer	LVS 5	Luo	31	Male	NO
10.	Senior Community Development Officer	LVS 5	Luo	41	Male	NO
11.	Senior Assistant Office Administrator	LVS 7	Luo	25	Female	NO
12	Driver	LVS 10	Kisii	38	Male	NO

**RIVATEX EAST AFRICA
LIMITED**



RIVATEX EAST AFRICA LIMITED

4744-30100 Eldoret, (053)-2030901/2/4, (053)-20311511

info@rivatex.co.ke www.rivatex.co.ke

REF: REAL/MD/SCNCEO/01/24

22nd November, 2024

Chairman,
Select Committee on National Cohesion & Equal Opportunity,
The National Assembly,
P.O. Box 41842,
NAIROBI.

Dear Sir,

**RE: MEETING WITH THE SELECT COMMITTEE ON NATIONAL COHESION AND
EQUAL OPPORTUNITY**

Overview of Rivatex East Africa Limited

Rivatex East Africa Limited is publicly owned textile manufacturing facility which was established on 16th August, 2007. The company is domiciled under the Ministry of Investments, Trade and Industry.

The company is a vertically integrated textile factory that converts cotton lint through various processes to finished fabrics. The company manufactures textile products from cotton and cotton blend fibres, the process starts from yarn manufacture by spinning, the yarn is processed by weaving, which interlaces yarns into fabric. Colouration (dyeing & printing) is done at wet processing department which imparts necessary aesthetics on the fabric.

The company being the largest textiles manufacturer is playing a vital role in supporting the country's social economic development particularly in the cotton value chain where it has the potential to create huge employment opportunities especially for youth and women. Similarly, the company is reducing the importation dependency of textiles products and it is a clear affirmation that the company is contributing to the country's development and realization of the country's vision to industrialization by 2030.

Brief History

Rift Valley Textiles Limited (RIVATEX) was established in 1976 as a joint venture between the Kenyan government represented by the Industrial & Commercial Development Corporation (ICDC) and a consortium of foreign investors. It was jointly commissioned by the then Vice President H.E. Daniel T. Arap Moi and the then West German Chancellor H.E. Helmut Kohl. The company was an integrated textile mill with spinning, weaving and wet processing operations. It had installed capacity of 12,168 spindles producing over one million kilograms of yarn and 276 single width shuttle looms producing over ten million meters of fabric per year. These production levels were easily realized in the first ten years of operation.

The company operated effectively and profitably until 1990. In the early 1990s the Kenyan government embarked on Structural Adjustment Programmes (SAPs) instituted by the International Monetary Fund (IMF) and the World Bank. The main thrust of the SAPs was to effect a shift from a protected domestic market to a more liberalized environment. The SAP's created very unfavourable operating environments for Kenyan textile businesses resulting in job losses, lack of research in textiles, stoppage of cotton farming, shift to "Mitumba" culture, value chain disruptions and winding up of businesses.

The textile industry including RIVATEX was badly hit by the SAP's as the industry was not ready for competition from the established and modern production methods in the Far East and Turkey. The opening up of Kenyan market as a result of the above program, coupled with the sudden devaluation of the Kenya shilling by over 100% meant that the company started to experience problems in importation of its raw materials, chemicals, dyes, spare parts and servicing of its foreign denominated loans.

The above factors led to the final collapse of RIVATEX among other several textile and manufacturing industries in Kenya. The company went into receivership in 1998 and eventually ceased operations in the year 2000. Before it went into receivership, it used to consume an average of 2,800 tonnes of cotton and 550 tonnes of polyester/viscose resulting in over 15 million meters of fabric per annum.

The assets of the former RIVATEX, were auctioned off with Moi University being the buyer. Moi University incorporated a new company Rivatex East Africa Limited (REAL) in the year 2007 for training, research, extension and commercial purposes mainly for its School of Textile Engineering as well as other related faculties. His Excellency Hon. Mwai Kibaki the Third President of the Republic of Kenya commissioned the factory as it begun its operations in August 2007.

At the time it was operating with machines that were over four decades old. The Government in 2017 as part of Vision 2030 through the Second medium term plan, identified textile as a priority area in the manufacturing & begun the modernization of Rivatex East Africa Limited. His Excellency Hon. Uhuru Kenyatta the fourth President of the Republic of Kenya commissioned the ultra-modern production plant on 21st June 2019.

The full modernization has enable the company sustainably increase turnover and competitiveness through value addition, diversification of revenue streams, reduction of unit production costs among other numerous benefits that are expected to accrue to the company as a result of the modernization. Nationally, the company will create jobs along the value chain, retain foreign exchange, ensure technology transfer, reduce poverty and improve livelihoods, earn the country foreign exchange, reduce the "Mitumba" culture among others.

Rivatex East Africa Limited is implementing the government policy on local content and supporting the 'Buy Kenya - Build Kenya' strategy which seeks to enhance competitiveness and consumption of locally manufactured goods and services. The company is currently supplying textiles products to various governmental institutions through this initiative which has ensured sustainable growth of the facility.

We have an apparels and garments making unit that is equipped with state-of-the-art machinery that makes all kinds of outfits. Furthermore, we have heavily invested on training of our staff with the appropriate skills set and expertise in order to sustainably produce high quality products and creative designs which meet our customer satisfaction.

We are currently supplying uniforms for the disciplined forces such as Kenya Police Service, Administration Police, General Service Unit, Kenya Wild Service, Kenya Forest, Kenya Defence Force among other forces within the region. We also produce and supply several hospitals such as Kenyatta National Hospital, KUTRH, MTRH, KEMSA and numerous county referral hospitals with hospital bedsheets, patients and nurse scrubs among other textile products as per the attached LPO's.

Rivatex has the capacity and expertise to produce the requested textile product to the client's specification. With our modern machinery we are able to produce special and custom-made textiles products that meets our clients' specifications since we work closely with our customers to turn their ideas and designs into real and quality products. We provide a wide range of other textile products that includes finished fabrics for 'Friday Wear' for staff, overalls, dustcoats, kitenge, upholstery, furnishing, readymade apparels, among other products.

The company has been gazetted as a Special Economic Zone and approved by SEZA to develop, manage and operate a functional Single Sector Special Economic Zone

(specializing in the Industrial Park). This will enable the company to access cheaper cost of power and reduce the cost of production.

1. Current Employment Composition in Terms of Ethnicity, Age and Gender

Table 1. Current representation of all employees by the ethnicity composition

TRIBE	NUMBERS	% REPRESENTATION
BORAN	3	0.4
INDIAN	2	0.3
KALENJIN	315	40.9
KAMBA	32	4.2
KIKUYU	58	7.5
KISII	40	5.2
LUHYA	116	15.0
LUO	109	14.1
MAASAI	31	4.0
MERU	24	3.1
RENDILE	3	0.4
TAITA	4	0.5
SABAOT	7	0.9
TURKANA	8	1.0
MIJIKENDA	3	0.4
SAMBURU	6	0.8
POKOMO	3	0.4
CHAGGA	1	0.1
TESO	6	0.8
TOTAL	771	100%

Table 2. Current Representation of all employees by Age

Years	Number	Percentage
Below 30	228	29.6
30-39	318	41.2
40 - 49	168	21.8

50 - 59	57	7.4
Total	771	100.0

Table 3. Current Representation of all employees by Gender

GENDER	TOTAL NO	PERCENTAGE
MALE	447	58.0
FEMALE	324	42.0
TOTAL	771	100.0

2. Disability Mainstreaming

Rivatex East Africa Limited has been implementing the Government policy on affirmative action for Persons with Disabilities, including ensuring that at least 5% of the employees in the company are persons with disabilities and currently it stands at 3.5 % percent and the nature of disability is the deaf and visually impaired. The management has developed and disaggregate data of persons with disabilities by age, gender and forms of disability, ensure physical improvements of public facilities for accessibility, accessibility of information, capacity building and carried out an accessibility audit for persons with disabilities.

Table 4. Representation of People Living with Disability

Gender	Total Number	Percentage Representation
Male	16	59
Female	11	41
Total	27	100

3. Composition of Board of Directors

The company is currently steered by the nine (9) board members who are composed of the chairman who is an appointee of the president, the Vice Chancellor of Moi University, Alternate Director to Cabinet Secretary - National Treasury, Alternate Director to the Principal Secretary Ministry of Investments, Trade and Industry, Alternate Director to the Principal Secretary Ministry of Education, three Independent Directors and Managing Director (Annex 1). Table (a) below stipulate the composition of the board as per ethnicity, gender and age.

Table 5. Current Representation of Board members by Gender

GENDER	TOTAL NO	PERCENTAGE
Male	8	89 %
Female	1	11 %
Total	9	100%

Table 6: Current Representation of Board Members by Age

Years	Number	Percentage
40 - 49	3	33
50 - 59	5	56
60-69	1	11
Total	9	100%

Table 7. Current representation of Board Members by the ethnicity composition

TRIBE	NUMBERS	% REPRESENTATION
Kalenjin	5	56
Kikuyu	1	11
Luhya	1	11
Meru	2	22
TOTAL	9	100%

4. Composition of employees in senior management in terms of ethnicity

Table 8: Senior Management in terms of ethnicity

ETHNICITY	TOTAL NUMBER	PERCENTAGE REPRESENTATION
Kalenjin	4	25%
Luo	3	18.7%

TRIBE	NUMBER S	EMPLOYMENT % REPRESENTATION	NATIONAL NUMBERS	OVER/ UNDER REPRESENTATION
1 KISII	40	5.19		
2 LUHYA	116	15.05	2,703,235.00	R
3 LUO	109	14.14	6,823,842.00	R
4 MAASAI	31	4.02	5,066,966.00	R
5 MERU	24	3.11	1,189,522.00	U
6 RENDILE	3	0.39	1,975,869.00	U
7 TAITA	4	0.52	96,313.00	U
8 SABAOT	7	0.91	340,671.00	U
9 TURKANA	8	1.04	296,000.00	U
10 MIJIKEND A	3	0.39	1,016,174.00	U
11 SAMBURU	6	0.78	2,488,691.00	U
12 POKOMO	3	0.39	237,179.00	U
13 CHAGGA	1	0.13	112,075.00	U
14 TESO	6	0.78	44,828.00	U
TOTAL	771	100.00	417,670.00	U
			47,564,296.00	

6. Status of Compliance with NCI Act, 2008 and Article 232 of the Constitution

The management of Rivatex East Africa Limited is focused on fully implementing both the NCI Act of 2008 and the Kenyan Constitution Article 232 (1) (H) that stipulate that a public institution should fully represent the Kenya's diverse communities; by affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women, the members of all ethnic groups; and persons living with disabilities.

Currently, the company has fulfilled the gender mainstreaming by employing 42% of gender being women. In regards with people living with disability, the management has

progressively been recruiting these group which currently stands at 3.5% of persons living with disabilities. The management has been investing on physical improvements of company's facilities for accessibility of people living with disability. With regards to the status of ethnic representation, the management has been striving to ensure inclusivity by giving equal opportunity to people from all communities in the country.

7. Challenges in bid to enhance diversity of employees and the mitigation measures

While the management is committed to full implementation of the diversity and inclusivity of employees in the factory, the company has been facing some challenges in achieving this goal. The main challenge being the nature of textile manufacturing works in the factory whereby the production line requires people who are physically fit which requires constant movements and monitoring of machines which poses some challenge to employ people with disabilities.

The setup of the factory is majorly production of textiles products and the employment in the company is majorly machine operators who constitute more than 80% of the company's workforce. Textiles operations such as mixture of dyes and chemicals requires that the workers are both physically fit and knowledgeable in order to be efficient and productive.

The company has been facing challenges in our bid to enhance diversity of employees especially when the company place advertisement but there are no applicants from the minority group while others do not indicate their PWD status. In some instances, job applicants do not attach their copies of National Identity Cards which makes it difficult to achieve regional balance since some communities share names.

With regards to the marginalized groups, the company has been advertising on the national newspapers and other mediums and placing special emphasis to encourage applications from this group but there has been few responses to the company's advertisements.

The major impediment being the accessibility of information, infrastructure, cultural challenges, security and also economic challenges that some of the marginalized communities experience in order to attend job interviews. The management has been conducting rigorous sensitization training and giving relevant support to employees from marginalized communities.

Despite the challenges, the management has been considering the levels of educational background, the nature of disability and aligning some of the positions to suit these

group. The management proposes that the government both the county and national to consider empowering the communities in the marginalized areas to access information and ensures sensitization of people from marginalized communities and also PWD to consider applying for employment opportunities placed by public institutions. The management has been promoting recruitment practices that explicitly aim for ethnic, gender, and age diversity, and encourage the use of blind recruitment methods to minimize bias.

Since the company has been undergoing modernization, the company has been facing a challenge in offering competitive remuneration package, which has been an impediment to potential employees who may not be willing to relocate or leave their families and earn meagre salaries that may not be able to sustain them. The company is currently at 98% modernized and will focus on offering competitive remuneration to all employees to address this issue.

8. Measures to promote Persons Living with Disability and friendly work environment

The Company's commitment to providing an enabling environment for Persons Living with Disability (PWD) has been upheld through the provision of workspaces that are conducive for their use. Towards this end, the company has been providing access ramps in all operational areas, trained volunteer employees as sign language interpreters to facilitate communication, ensuring people with mobility impairments are placed in work stations that are easily accessible, providing accessible parking spots, having accessible washrooms, and established a Disability committee.

Rivatex East Africa Limited has been implementing the Government policy on affirmative action for Persons with Disabilities, including ensuring that at least 5% of the employees in the company are persons with disabilities. The management has developed and disaggregate data of persons with disabilities by age, gender and forms of disability, ensure physical improvements of public facilities for accessibility, accessibility of information, capacity building and carried out an accessibility audit for persons with disabilities.

The company has been sending a copy of job advertisement to National Council for People with Disability to inform them of the vacancies and importance of attaching a copy of the disability card to the job application by the applicants. With regards to advertisement of available job vacancies and other communication relating to employment in the company, the management usually publicizes the vacancies in a medium which is accessible to marginalized communities and persons with disabilities. The company usually uses an established public communication channels such as, advertisement in the local dailies, on radio, on the company website with a view of

ensuring the recruitment process attracts applications from as many qualified PWDs as possible in order to fulfill at least the five (5%) percent statutory requirement. The management further ensures accommodative interview process for the marginalized groups and PWD and upon successful recruitment of a candidate, the company provides an induction programme tailored to fully suit PWD. In the case of promotion to a managerial or supervisory role, the management ensures that an employee undergoes a disability awareness session. The company usually provides work-related devices or equipment that allow employees with disabilities to participate fully in the workplace.

9. Institutional policy on staff training and development

The Company recognizes the need for training and development of all its employees. The management offers training opportunities to all employees in order to improve their work performance and personal development to meet its objectives.

The overall objective of training and development is to ensure continuous upgrading of employees' core competencies, knowledge, skills and attitudes including their ability to assimilate technology to enable them create and seize opportunities for social advancement, economic growth and individual fulfilment.

The training and development of employees is directed towards achieving the following specific objectives:

- (i) To enhance the organizational performance by helping all employees to improve on their efficiency and effectiveness;
- (ii) To assist each employee to gain competence and skills in preparation for more responsible positions within the Company;
- (iii) To ensure that there is sufficient trained human resource to meet Company requirements by providing appropriate training and development opportunities for all its employees; and
- (iv) To ensure that every employee undergoes training for at least five (5) days per year.

The management has been encouraging employees to join their respective professional governing bodies and has always paid subscription and annual fees training is conducted both on the job and off the job to enhance their skills (Annex 2).

10. Staff training during the last 3 financial years.

The management has a training and development policy that ensures all the employees are trained and equipped with the right skillset to enable them to adapt to new

technology thus improving productivity, efficiency and minimize wastages. The company has MoU's with the following training institutions; National Industrial Training Authority (NITA), Kenya Industrial Training Institute (KITI), Technical and vocational training institutions such as Eldoret National Polytechnic, RVTTI, Kisumu Polytechnic among other institutions.

The Management also have agreements with machine manufacturers and suppliers of various dyes and chemicals where employees are trained annually on new inventions in the market. In the last three years all the employees in the company were subjected to various trainings ranging from induction training for all new employees, refresher courses for employees working in production unit. Furthermore, the company conducts quarterly training to all employees on health and safety, training on environment and emergency preparedness.

Table 18: Trainings undertaken in three financial years

Nature of Training	2021/2022	2022/2023	2023/2024
Health and Safety	468	578	680
Environment	472	602	709
Refresher Trainings	384	428	267
Induction	28	36	23
Technical trainings	52	43	71
Machines Installation	83	64	32
Machine Maintenance	45	38	27

11. Recruitment and Appointment Process

The management is committed to attracting and retaining competent employees required for efficient and effective service delivery and is an equal opportunity employer and does not in its recruitment and selection process, discriminate on the basis of gender, race, religion, ethnicity or any other form of exclusion. The company adheres to the Employment Act, the human resource policy and envisage to retain a high caliber of staff, with appropriate academic and professional qualifications and reward them for their efficient productivity.

Vacancies in the company is filled by promoting qualified serving employees within the company when a vacancy arises and when we do not get the qualified persons then the vacancies are advertised externally and filled competitively. The constitutional requirement of mainstreaming of gender and persons with disabilities as stipulated in

Article 232 of the Constitution is observed alongside other policies issued by the National Cohesion and Integration Commission.

The Human Resource Department arranges for vacant positions to be advertised internally. Such advertisements is open only to full-time employees at REAL and if it is not able to find a suitable internal candidate then the Human Resource department may extend the advertising externally through local press, national reputable recruiting agencies and reputable recruiting websites.

The management follows all the process outlined in the Human Resource Policy beginning from advertisement, application, shortlisting of candidates, undertaking interviews, selection process, reference checks and offering of employment.

In conclusion, the management of Rivatex guided by the Board of Directors endeavors to ensure full compliance with all applicable laws regarding employment and enhancing national cohesion. The company has developed an inclusive employment policy (Appendix 3) and practices to ensure representation of the face of Kenya in its recruitment, promotion and training. The company is committed to implementing progressively any improvements on the areas that have not been fully complied according to the stipulated clauses in the laws.

12. Staff promotion in the past five years in terms of ethnicity, gender, age and persons with disabilities.

Human Resource Planning is the process of identifying the Human resource requirements in terms of numbers, skills and competencies required within the organization and ensuring that plans are made to satisfy the requirements. As per the Rivatex Human Resource Policy and Procedures Manual all employee Serving in the Company and who meet job specifications and qualifications for a higher post and whose work performance is satisfactory and have potential for development will be given priority when filling vacant positions.

The Company will strive to expeditiously fill all vacancies by promotion of suitable serving employees. Consideration for promotion shall be in accordance with the provisions of the career progression guidelines for each cadre. Employees who have similar qualifications and have proven merit and suitability for the vacancy will be given greater consideration in line with the Reward and Sanctions Policy.

Table 19. The number employees promoted representing their ethnic composition.

ETHNIC COMMUNITY	TOTAL NUMBER	PERCENTAGE
Boran	1	2
Kalenjin	14	23

ETHNIC COMMUNITY	TOTAL NUMBER	PERCENTAGE
Kamba	2	3
Kikuyu	6	10
Kisii	6	10
Luhya	13	22
Luo	7	12
Maasai	1	2
Meru	3	5
Pokomo	1	2
Rendile	1	2
Teso	4	7
Turkana	1	2
TOTAL	60	100

Table 20. Current Representation of promotion of employees by Age

Years	Number	Percentage
Below 30	12	20.0
30-39	10	16.7
40 - 49	18	30.0
50 - 59	20	33.3
Total	60	100

Table 21. Gender Representation on promotion of employees for the past five years

Gender	Number	Percentage
Male	28	46.7
Female	32	53.3
TOTAL	60	100

Table 22. Representation of People Living with Disability promoted in the past five years

Gender	Total Number	Percentage Representation
Male	7	63.6
Female	4	36.4
Total	11	100

ETHNICITY	TOTAL NUMBER	PERCENTAGE REPRESENTATION
Kamba	2	12.5%
Indian	2	12.5%
Meru	1	6.3%
Kikuyu	3	18.7%
Teso	1	6.3%
TOTAL	16	100%

Table 9: Ethnic Representation of Employees at Middle Management Level

ETHNICITY	TOTAL NUMBER	PERCENTAGE REPRESENTATION
Kalenjin	27	38.6
Kikuyu	12	17.1
Luhya	11	15.7
Luo	13	18.6
Rendile	1	1.4
Kisii	4	5.7
Meru	2	2.9
TOTAL	70	100%

Table 10: Ethnic Representation of Employees at Lower Cadres Level

TRIBE	NUMBERS	% REPRESENTATION
BORAN	3	0.4
KALENJIN	299 284	41.5
KAMBA	30	4.4
KIKUYU	43	6.3
KISII	36	5.3
LUHYA	105	15.3
LUO	93	13.6
MAASAI	31	4.5
MERU	21	3.1
RENDILE	2	0.3
TAITA	4	0.6
SABAOT	7	1.0
TURKANA	8	1.2
MIJIKENDA	3	0.4
SAMBURU	6	0.9
POKOMO	3	0.4

CHAGGA	1	0.1
TESO	5	0.7
TOTAL	685	100%

Table 11: Composition of employees in terms of age.

Age	Senior Level		Middle Level		Low level	
	Number	Percentage	Number	Percentage	Number	Percentage
Below 30	0	0.0	13	18.6%	244	35.6%
30-39	4	25%	18	25.7%	283	41.3%
40 - 49	6	37.5%	32	45.7%	121	17.7%
50 - 59	6	37.5%	7	10%	37	5.4%
Total	16	100	70	100	685	100

Table 12: Composition of employees in terms of gender.

Cadre	GENDER	TOTAL NUMBER	PERCENTAGE REPRESENTATION
All employees	Male	447	58.0
	Female	324	42.0
	Total	771	100.0
Senior Management level	Male	9	56.3
	Female	7	43.7
	Total	16	100.0
Middle Level	Male	38	54.3
	Female	32	45.7
	Total	70	100.0
Low Level	Male	400	58.4
	Female	285	41.6

	TOTAL	685	100.0
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5. Composition of number of contractual staff in terms of ethnicity, Age , PWDs

Table 13. The number employees on contractual representing their ethnic composition.

TRIBE	NUMBERS	% REPRESENTATION
BORAN	2	0.4
KALENJIN	178	39.6
KAMBA	17	3.8
KIKUYU	24	5.3
KISII	22	4.9
LUHYA	76	16.9
LUO	67	14.9
MAASAI	21	4.7
MERU	17	3.8
RENDILE	1	0.2
TAITA	4	0.9
SABAOT	5	1.1
TURKANA	2	0.4
MIJIKENDA	1	0.2
SAMBURU	4	0.9
POKOMO	1	0.2
CHAGGA	1	0.2
INDIAN	2	0.4
TESO	4	0.9
TOTAL	449	100%

Table 14. Current Representation on contractual of employees by Age

AGE	SENIOR LEVEL		MIDDLE LEVEL		LOWER LEVEL	
	Number	Percentage	Number	Percentage	Number	Percentage

Below 30	0	0	3	7.3	206	51.0
30-39	2	50	10	24.4	126	31.2
40 - 49	0	0	26	63.4	57	14.1
50 - 59	2	50	2	4.9	15	3.7
Total	4	100	41	100	404	100

Table 15. Gender Representation on contractual of employees

Gender	Number	Percentage
Male	238	53.1
Female	211	46.9
TOTAL	449	100

Table 16. Representation of People Living with Disability on contractual

Gender	Total Number	Percentage Representation
Male	8	57.1
Female	6	42.9
Total	14	100

3.5%
 } total is
 the total.

7. Ratio between the national population and employment proportion in the institution.

The table below depicts the ratio:

Table 17: Ratio between the national population and employment proportion

TRIBE	NUMBER S	EMPLOYMENT % REPRESENTATION	NATIONAL NUMBERS	OVER/ UNDER REPRESENTATION
19 BORAN	3	0.39	276,236.00	U
15 INDIAN	2	0.26	47,555.00	U
14 KALENJIN	315	40.86	6,358,113.00	O //
16 KAMBA	32	4.15	4,663,910.00	U
18 KIKUYU	58	7.52	8,148,668.00	R



LAKE VICTORIA NORTH WATER
WORKS DEVELOPMENT AGENCY

Chief Executive
Officer's Office

Ref: LVNWWDA/HQS/ADM/104/VOL.1/40

Date: 22nd November 2024

Clerk of the National Assembly
The National Assembly
Office of the Clerk
P.O. Box 41842-00100
NAIROBI

Dear Sir,

RE: MEETING WITH THE COMMITTEE ON NATIONAL COHESION AND
EQUAL OPPORTUNITY

Reference is hereby made to the above subject matter;

Attached herewith, please find reports and evidences both in hard and soft copy regarding employment diversity and compliance with the thirty (30) percent public procurement reservation for special interest groups at Lake Victoria North Water Works Development Agency.

Thank you.

Mr. Wamalwa M. Joei
CHIEF EXECUTIVE OFFICER



**MOI TEACHING AND
REFERRAL HOSPITAL
(MTRH)**



An ISO 9001:2015 Certified Hospital



MOI TEACHING AND REFERRAL HOSPITAL

REPORT ON NATIONAL COHESION AND EQUAL OPPORTUNITY FOR MOI TEACHING AND REFERRAL HOSPITAL

We refer to your letter Ref.NA/DAASC/NCEO/2024/118 dated 13th November 2024 on meeting with the Committee on National Cohesion and Equal Opportunity On 22nd November 2024 at 11.00am to 1.00pm in Kisumu. Please find our report as requested.

1.0 MTRH STAFF ETHNIC COMPOSITION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY (PWD)

Moi Teaching and Referral Hospital (MTRH) has a staff Establishment of 3535. Comprehensive information is in the Staff List (Please refer to Annex 1)

1.1 Staff Composition by Ethnicity

Table 1.0: MTRH Staff Ethnic Representation

S No	Ethnicity	Number	% Representation
1	Kalenjin	2355	66.62%
2	Luhya	355	10.04%
3	Luo	181	5.12%
4	Kisii	166	4.70%
5	Kikuyu	163	4.61%
6	Masai	93	2.63%
7	Turkana	57	1.61%
8	Kamba	44	1.24%
9	Teso	39	1.10%
10	Meru	28	0.79%
11	Mijikenda	19	0.54%

S/No	Ethnicity	Number	Representation
12	Non Kenyan	8	0.23%
13	Kenyan Asian	7	0.20%
14	Kenyan Somali	5	0.14%
15	Samburu	5	0.14%
16	Kuria	4	0.11%
17	Embu	2	0.06%
18	Bajuni	1	0.03%
19	Kenyan Indian	1	0.03%
20	Nubian	1	0.03%
21	Pokomo	1	0.03%
	Grand Total	3,535	100.00%

1.2 Staff Composition by Age (Years)

Table 1.1: Staff Composition by Age

S/No	Age Group (Years)	Number	Representation
1	21 - 30	84	2.38%
2	31 - 40	1012	28.63%
3	41 - 50	1824	51.60%
4	51 - 60	603	17.06%
5	61 - 70	12	0.34%
	Total	3535	100.00%

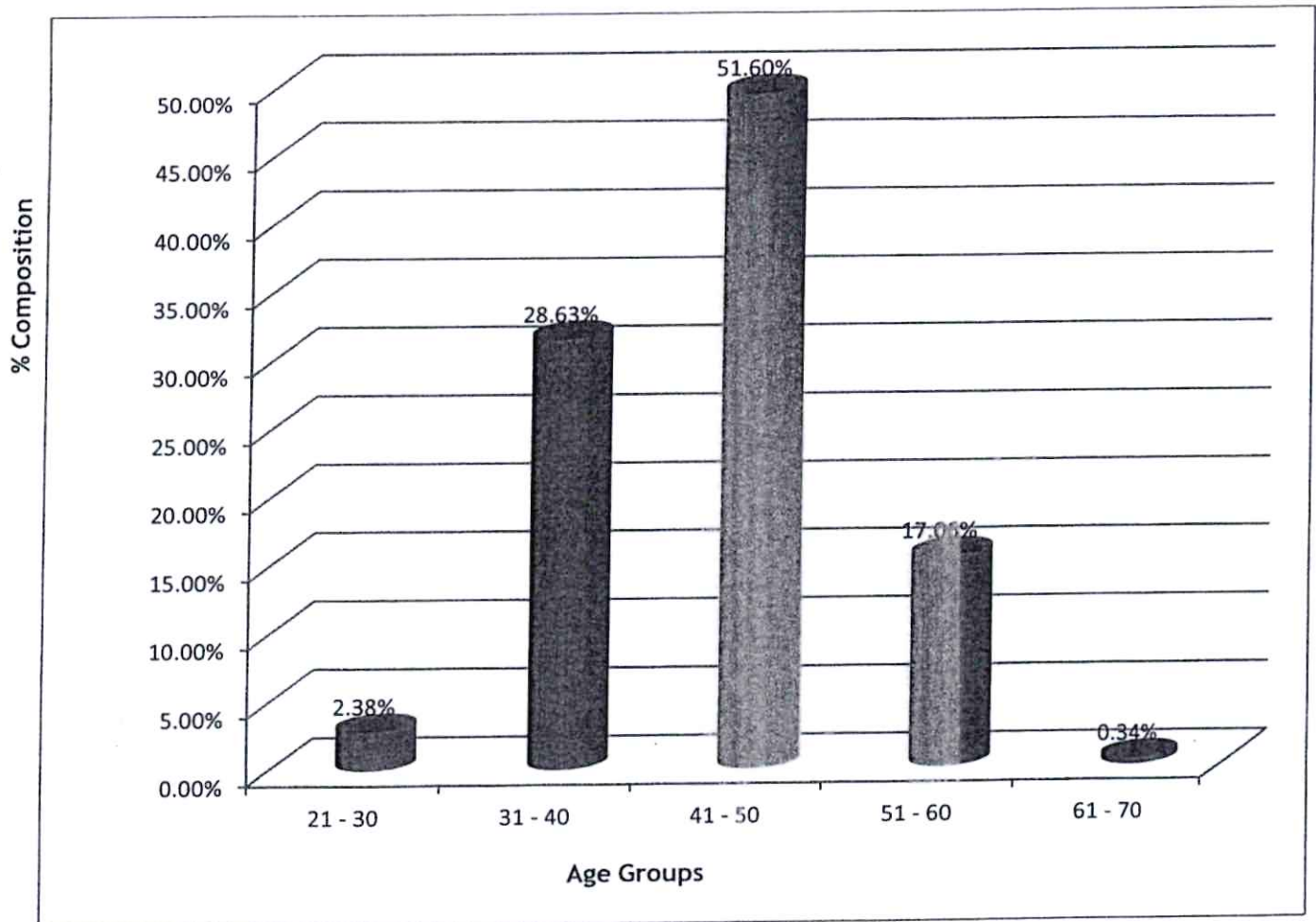


Figure 1.0: Staff Composition by Age

1.3 Staff composition by Gender

Table 1.2: Staff Composition by Gender

No	Gender	Number	% Representation
1	Males	1379	39.00%
2	Females	2156	60.99%
Total		3535	100.00%

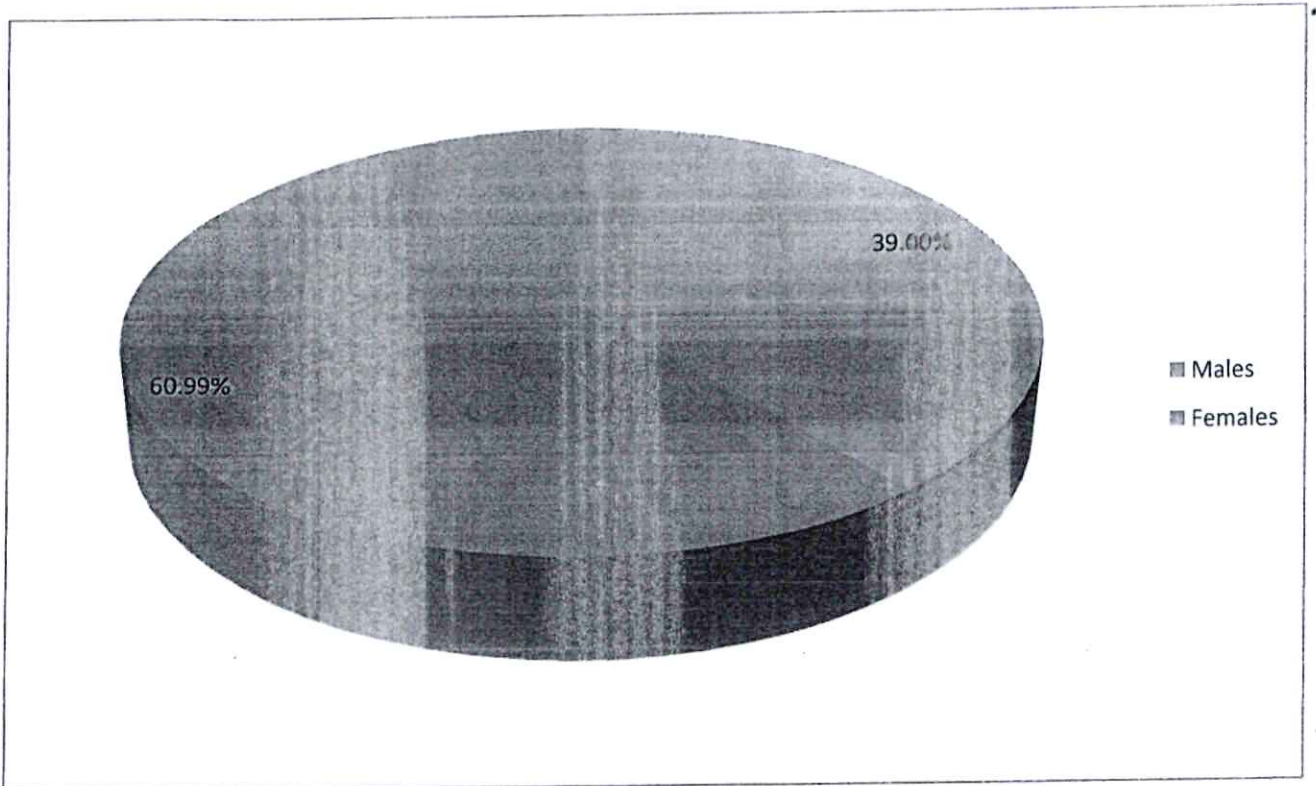


Figure 1.1: Staff Composition by Gender

2. EXTEND TO WHICH MOI TEACHING AND REFERRAL HOSPITAL (MTRH) HAVE COMPLIED WITH ARTICLE 54(2) OF THE CONSTITUTION ON COMPOSITION OF PERSONS WITH DISABILITIES

2.1 Staff Composition by Persons with Disability (PWDs)

Table 1.3: Staff Composition by Persons with Disability (PWDs)

No	Description	Number	% Representation
1	Persons with Disabilities	116	3.28%
2	Total Number of MTRH Employees	3535	

2.1.1 Composition of Persons with Disability (PWD) by Nature of Disability

SNO.	Nature Of Disability	Number
1	Hearing	1
2	Visual	1
3	Chronic	3
4	Hearing	11
5	Mental	1
6	Physical	66
7	Speech	2
8	Speech & Hearing	2
9	Visual	29
10	Grand Total	116

2.1.2 Composition of Persons with Disability (PWD) by Ethnicity

Table 1.4: Staff Composition by Persons with Disability (PWDs)

S. No	Ethnicity	Number	% Representation
1	Kalenjin	72	62.07%
2	Luhya	12	10.34%
3	Kikuyu	7	6.03%
4	Kisii	7	6.03%
5	Luo	7	6.03%
6	Turkana	4	3.45%
7	Teso	3	2.59%
8	Meru	2	1.72%
10	Kamba	1	0.86%
	Grand Total	116	100.00%

2.1.3 Composition of Persons with Disabilities (PWDs) by Age (Years)

Table 1.5: Composition of Persons with Disabilities by Age (Years)

S. No	Age Groups (Years)	Number	% Representation
1	20 - 29	1	0.86%
2	30 - 39	13	11.21%
3	40 - 49	58	50.00%
4	50 - 59	35	30.17%
5	>60	9	7.76%
	Grand Total	116	100.00%

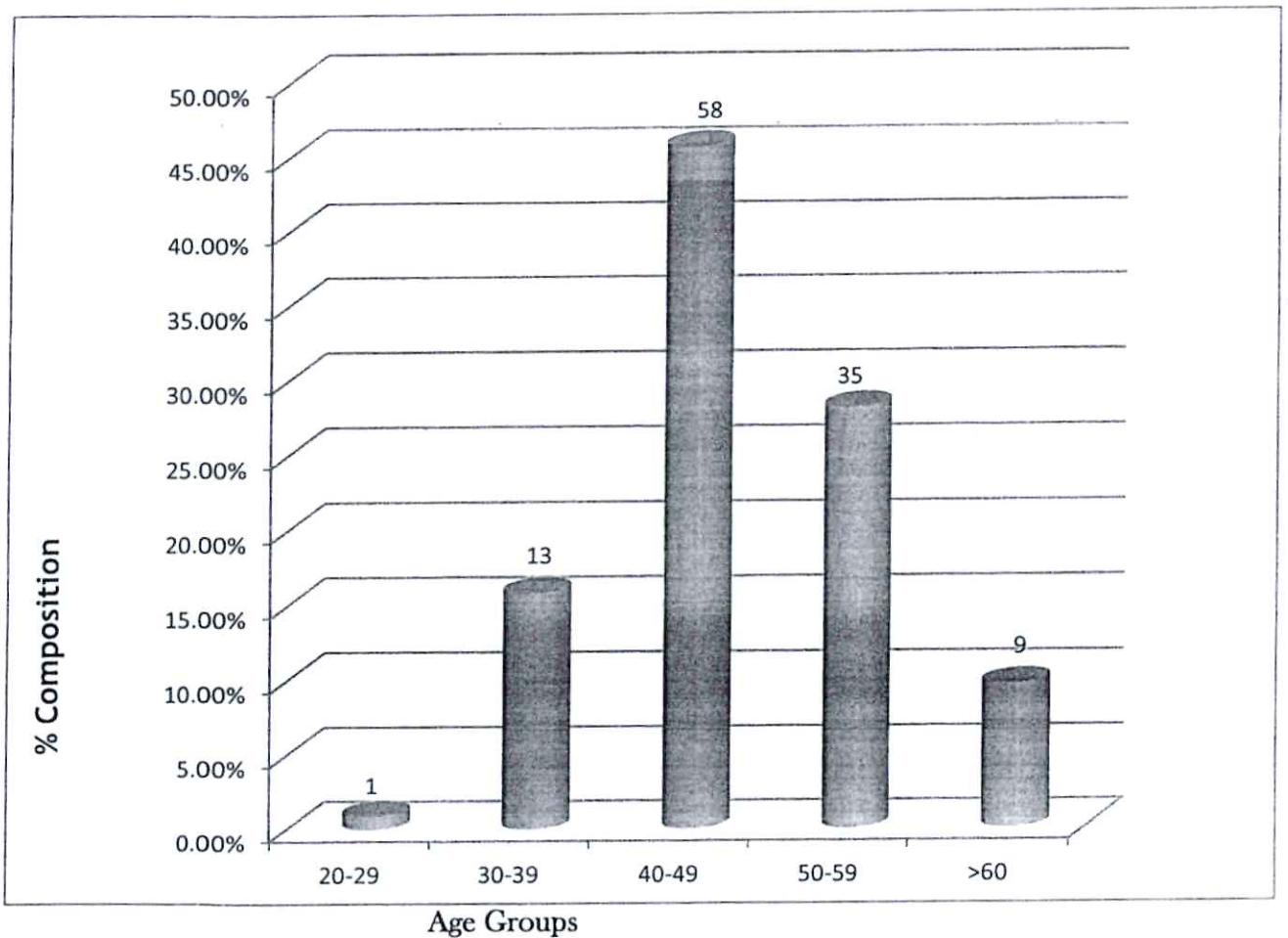


Figure 1.2: Composition of Persons with Disabilities by Age

2.1.4 Composition of Persons with Disability (PWDs) by Gender

Table 1.6: Composition of Persons with Disability (PWDs) by Gender

No	Gender	Number	% Representation
1	Male	58	50.00%
2	Female	58	50.00%
Total			100.00%

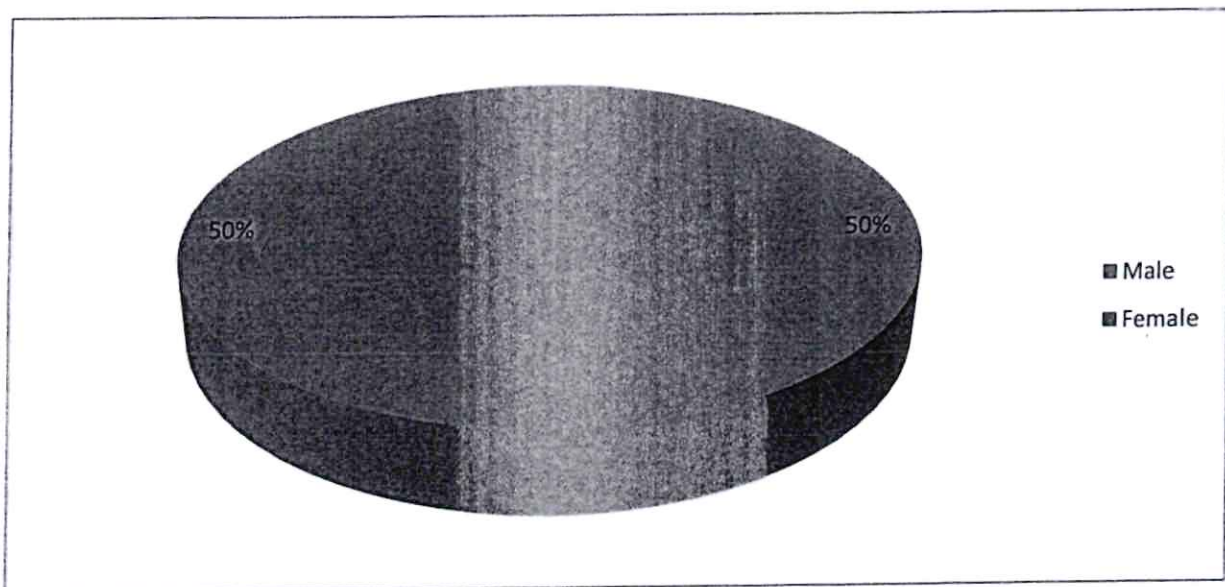


Figure 1.3: Composition of Persons with Disability (PWDs) by Gender

THE FOLLOWING IS A SUMMARY OF PERSONS WITH DISABILITY FOR THE LAST FIVE YEARS

Table 2.1: Staff Composition by Persons with Disability (PWDs) 2020

No	Description	Number	% Representation
1	Persons with Disabilities	93	2.43%
2	Total Number of MTRH Employees	3814	

Table 2.2: Staff Composition by Persons with Disability (PWDs) 2021

No	Description	Number	% Representation
1	Persons with Disabilities	95	2.50%
2	Total Number of MTRH Employees	3788	

Table 2.3: Staff Composition by Persons with Disability (PWDs) 2022

No	Description	Number	% Representation
1	Persons with Disabilities	104	2.78%
2	Total Number of MTRH Employees	3735	

Table 2.4: Staff Composition by Persons with Disability (PWDs) 2023

No	Description	Number	% Representation
1	Persons with Disabilities	114	3.11%
2	Total Number of MTRH Employees	3665	

Table 2.5: Staff Composition by Persons with Disability (PWDs) 2024

No	Description	Number	% Representation
1	Persons with Disabilities	116	3.28%
2	Total Number of MTRH Employees	3535	

3 COMPOSITION OF THE BOARD OF MANAGEMENT OF MTRH IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY

The MTRH Board of Management comprises 9 members as listed below:

Table 3.1: MTRH Board Composition

SNo	Name	Board Position	Gender	Ethnicity	Age	PWD
1	Mr. Sitoyo Lopokoiyi, <i>MBS</i> ,	Chairperson	Male	Kalenjin	48	No
2	Dr. Philip K. Kirwa.	Chief Executive Officer	Male	Kalenjin	52	No
3	Mr. James M Ndungu	Alternate Member	Male	Kikuyu	51	No
4	Prof. Robert K Tenge	Member	Male	Luhya	66	No
5	Mr. Meshack Koima	Alternate Member	Male	Kalenjin	38	No
6	Ms. Peris Birichi	Alternate Member	Female	Embu	33	No
7	Dr. Erneo Nyakiba	Member	Male	Kisii	67	No
8	Dr. Michael Gichangi	Alternate Member	Male	Kikuyu	59	No
9	Judith Jerotich	Member	Female	Kalenjin	57	No

3.1 Composition of Board Members by Ethnicity

Table 3.2: Composition of Board Members by Ethnicity

SNo	Ethnicity	Number	Percentage of Ethnicity
1	Kalenjin	4	44.44%
2	Kikuyu	2	22.22%
3	Embu	1	11.11%
4	Luhya	1	11.11%
5	Kisii	1	11.11%
	Grand Total	9	100.00%

3.2 Composition of Board Members by Age

Table 3.3: Composition of Board Members by Age

S.No	Age Groups (Years)	Number	% Representation
1	30-39	2	22.22%
2	40-49	1	11.11%
3	50-59	4	44.44%
4	>60	2	22.22%
Grand Total		9	100.00%

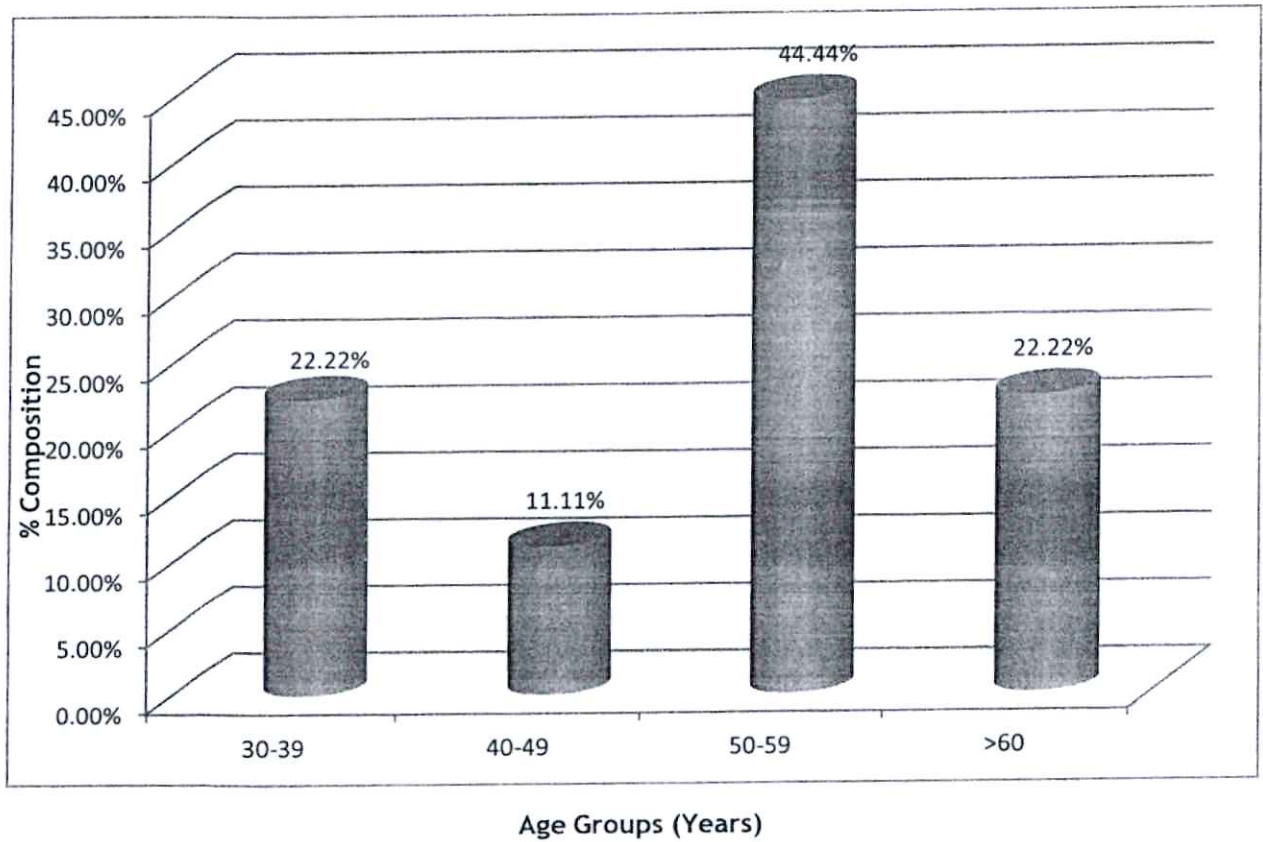


Figure 3.1: Composition of Board Members by Age

3.3 Composition of Board Members by Gender

Table 3.4 Composition of Board Members by Gender

S No	Age Groups (Years)	Number	% Representation
1	Males	7	77.78%
2	Females	2	28.57%
	Total	9	100.00%

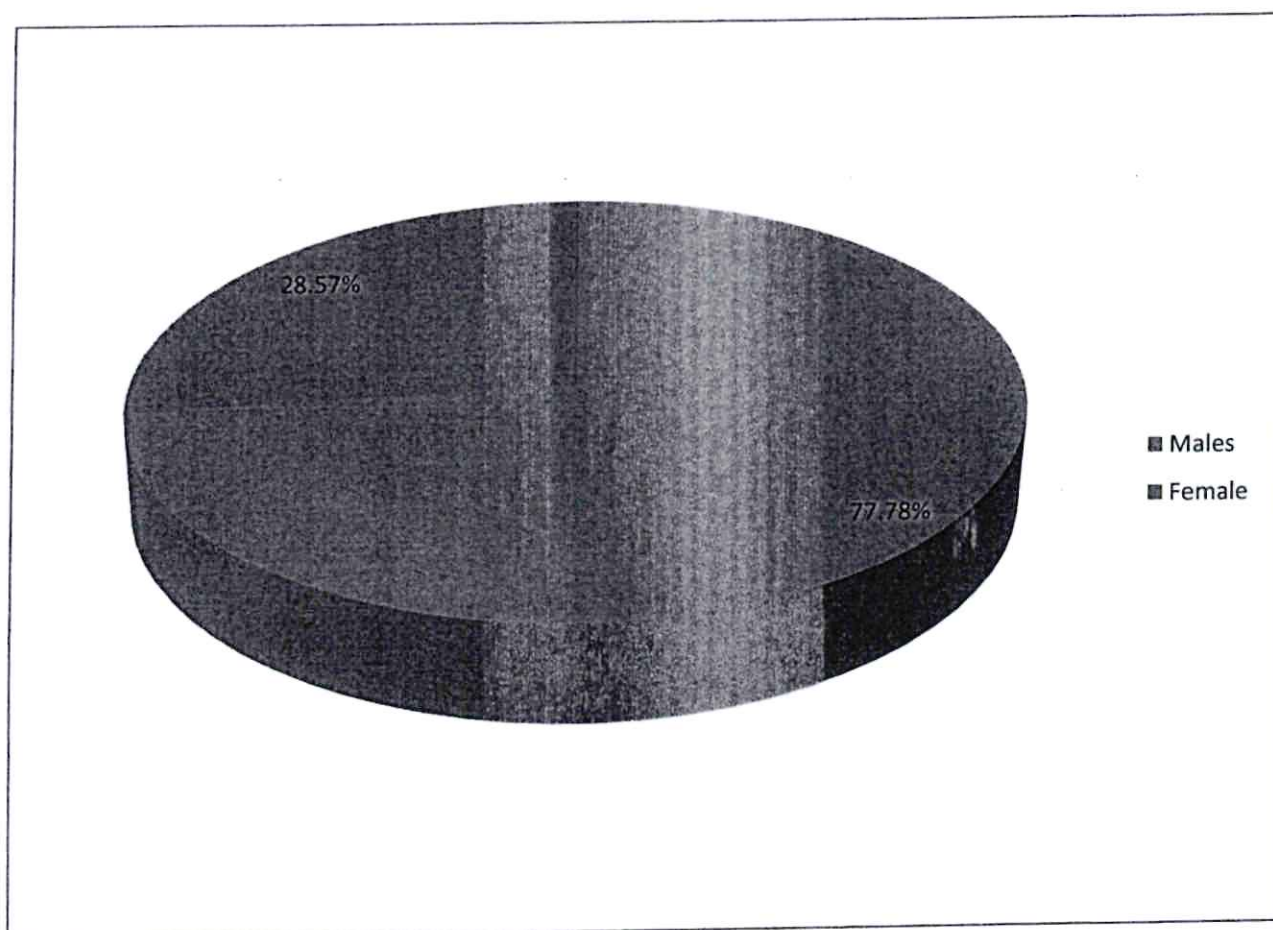


Figure 3.2: Composition of Board Members by Gender

4 THE COMPOSITION OF EMPLOYEES AT SENIOR MANAGEMENT, MIDDLE LEVEL AND LOW LEVEL CADRES IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY (PWDs)

4.1 SENIOR MANAGEMENT LEVEL STAFF

There are a total of 97 staff in this level. This incorporates the Chief Executive Officer (CEO), Senior Directors, Directors and Heads of Department (HoDs).

4.1.1 Composition of Senior Management by Ethnicity

Table 4.0: Composition of Senior Management by Ethnicity

S.No	Ethnicity	Number	Percentage of Ethnicity
1	Kalenjin	44	45.36%
2	Luhya	19	19.59%
3	Kikuyu	8	8.25%
4	Kisii	7	7.22%
5	Luo	7	7.22%
6	Masai	5	5.15%
7	Teso	2	2.06%
8	Kamba	1	1.03%
9	Kenyan Indian	1	1.03%
10	Meru	1	1.03%
11	Non Kenyan	1	1.03%
12	Turkana	1	1.03%
	Grand Total	97	100.00%

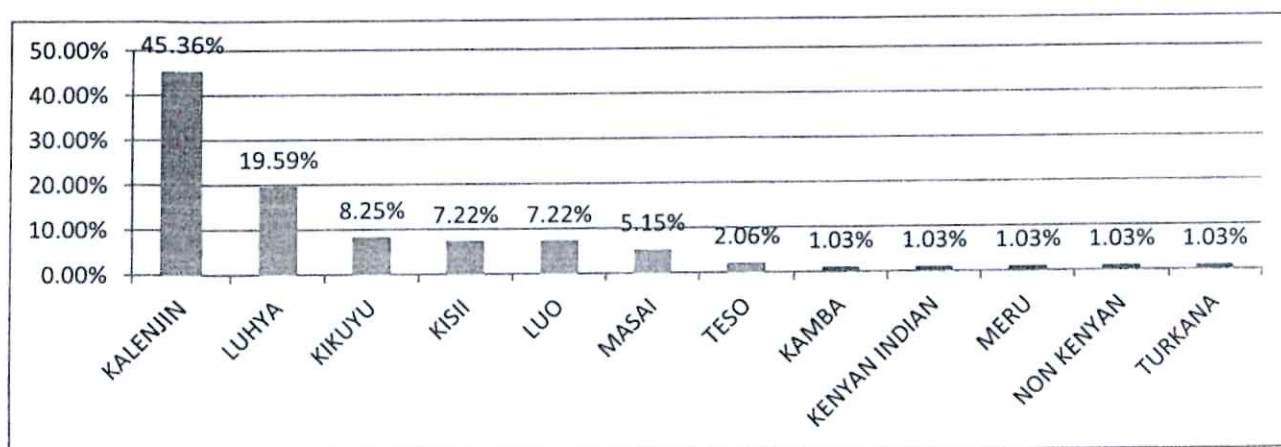


Figure 4.1: Composition of Senior Management by Ethnicity

4.1.2 Composition of Senior Management by Age (Years)

Table 4.1: Composition of Senior Management by Age (Years)

S.No	Age Group (Years)	Number	% Representation
1	30 - 39	7	7.21%
2	40 - 49	53	54.63%
3	50 - 60	36	37.11%
Total		97	100.00%

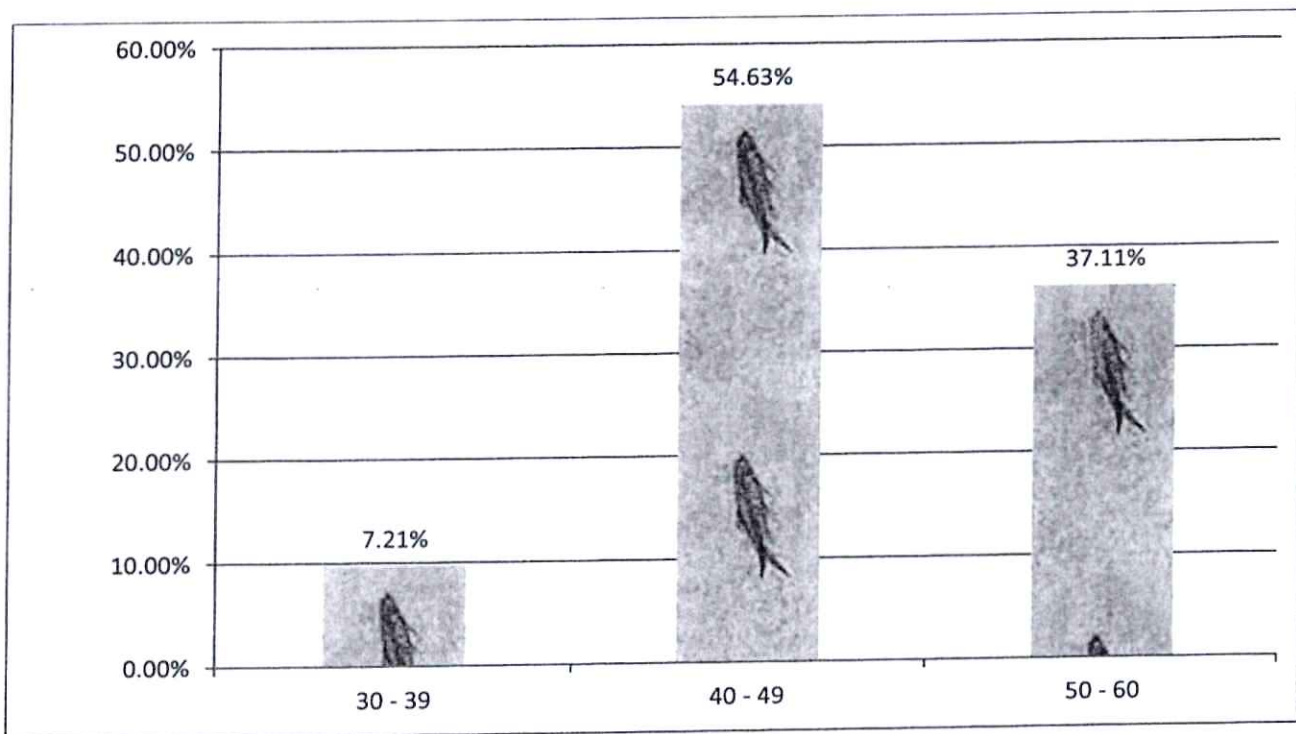
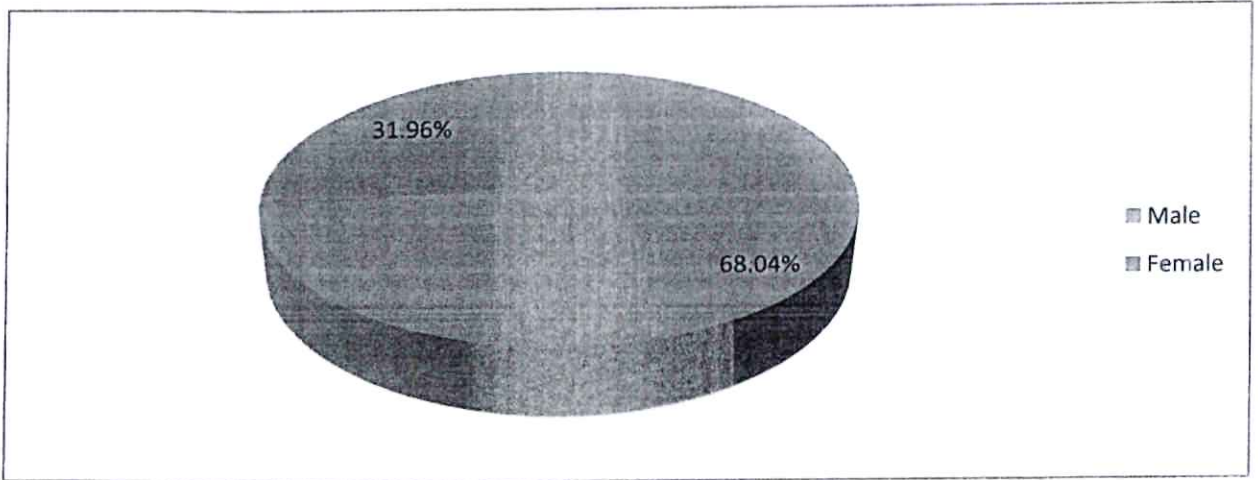


Figure 4.2 Composition of Senior Management by Age (Years)

4.1.3 Composition of Senior Management by Gender

Table 4.2: Composition of Senior Management by Gender

S/No	Age Groups (Years)	Number	% Representation
1	Male	66	68.04%
2	Female	31	31.96%
Total		97	100.00%



4.1.4 Composition of Senior Management by Persons with Disability (PWDs)

Table 4.3: Composition of Senior Management by Persons with Disability

No	Description	Number	% Representation
1	Persons with Disabilities	4	4.12%
2	Total Number of Senior Management	97	

4.2 MIDDLE LEVEL

There are a total of 1638 staff in this level. This incorporates the Technical and Corporate Staff (MTRH 2-MTRH 8)

4.2.1 Composition of Middle Level Staff by Ethnicity

Table 4.4: Composition of Middle Level Staff by Ethnicity

S.N.	Ethnicity	Number	% Representation
1	Kalenjin	1074	65.57%
2	Luhya	168	10.26%
3	Kikuyu	83	5.07%
4	Luo	83	5.07%
5	Kisii	72	4.40%
6	Masai	51	3.11%
7	Turkana	25	1.53%
8	Kamba	20	1.22%
9	Meru	17	1.04%
10	Teso	13	0.79%
11	Mijikenda	10	0.61%
12	Kenyan Asian	7	0.43%
13	Non Kenyan	7	0.43%
14	Kenyan Somali	4	0.24%
15	Bajuni	1	0.06%
16	Kuria	1	0.06%
17	Pokomo	1	0.06%
18	Samburu	1	0.06%
	Grand Total	1638	100.00%

4.2.2 Composition of Middle Level Staff by Age (Years)

Table 4.5: Composition of Middle Level Staff by Age

S/No	Age Groups (Years)	Number	% Representation
1	20 - 29	11	0.67%
2	30 - 39	253	15.44%
3	40 - 49	964	58.85%
4	50 - 59	397	24.23%
5	>60	13	0.79%
Total		1,638	100.00%

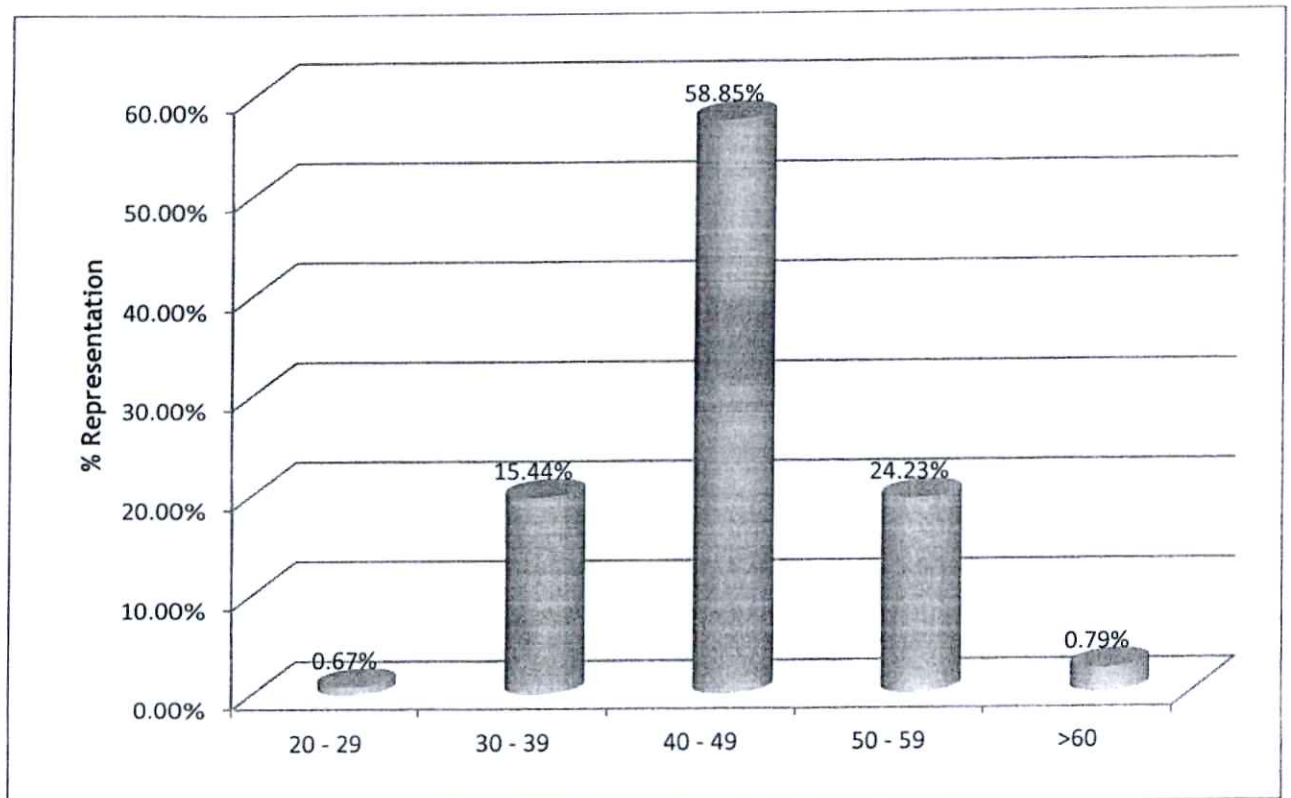


Figure 4.4 Compositions of Middle Level Staff by Age

4.2.3 Composition of Middle Level Staff by Gender

Table 4.6: Composition of Middle Level Staff by Gender

S/No	Age Groups (Years)	Number	% Representation
1	Male	612	37.43%
2	Female	1026	62.63%
	Total	1,638	100.00%

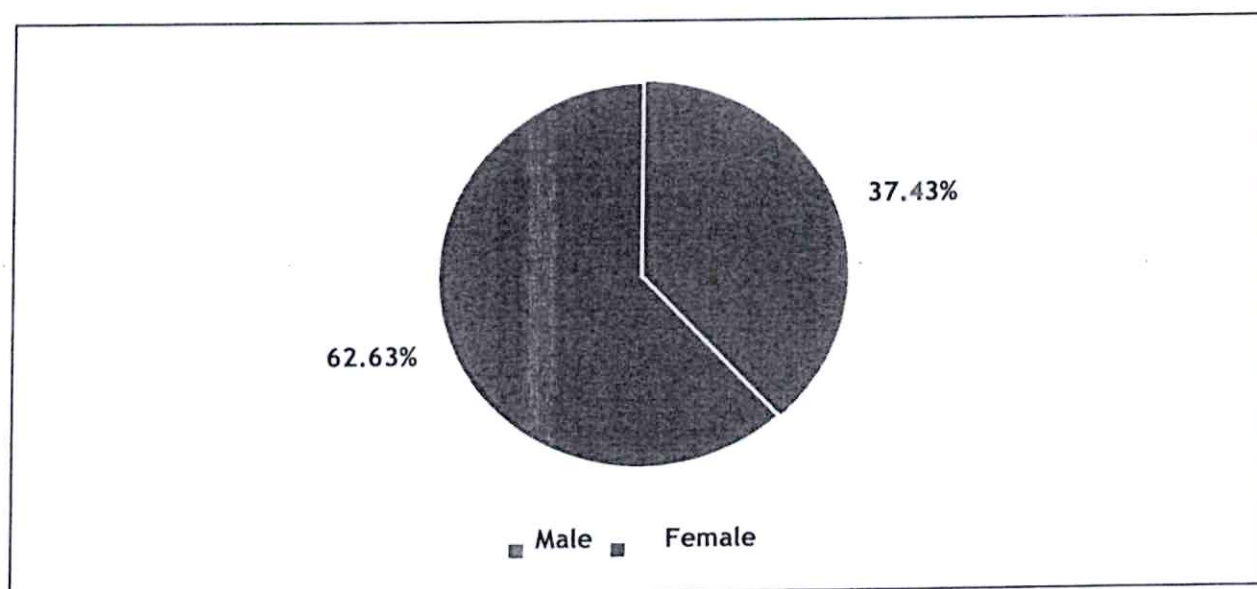


Figure 4.5: Composition of Middle Level Staff by Gender

4.2.4 Composition of Middle Level Staff by Persons with Disabilities (PWDs)

Table 4.7: Composition of Middle Level Staff by Persons with Disabilities (PWDs)

S.No	Description	Number	% Representation
1	Persons with Disabilities	46	2.81%
2	Total Number of MTRH Middle Level Employees	1638	

4.3 LOW LEVEL CADRE

There a total of 1800 staff at this level. This incorporates operational and auxiliary staff (MTRH 9 - MTRH 16).

4.3.1 Composition of Low Level Cadre by Ethnicity

Table 4.8: Composition of Low Level Cadre by Ethnicity

S. No	Ethnicity	Number	% Representation
1	Kalenjin	1239	68.83%
2	Luhya	168	9.33%
3	Luo	90	5.00%
4	Kisii	87	4.83%
5	Kikuyu	71	3.94%
6	Masai	37	2.06%
7	Turkana	31	1.72%
8	Teso	24	1.33%
9	Kamba	23	1.28%
10	Meru	10	0.56%
11	Mijikenda	9	0.50%
12	Samburu	4	0.22%
13	Kuria	3	0.17%
14	Embu	2	0.11%
15	Kenyan Somali	1	0.06%
16	Nubian	1	0.06%
	Grand Total	1800	100.00%

4.3.2 Composition of Low Level Cadre by Age (Years)

Table 4.9: Composition of Low Level Cadre by Age

No	Age Groups (Years)	Number	% Representation
1	20 - 29	34	1.89%
2	30 - 39	606	33.67%
3	40 - 49	829	46.06%
4	50 - 59	327	18.17%
5	>60	4	0.22%
Grand Total		1,800	100.00%

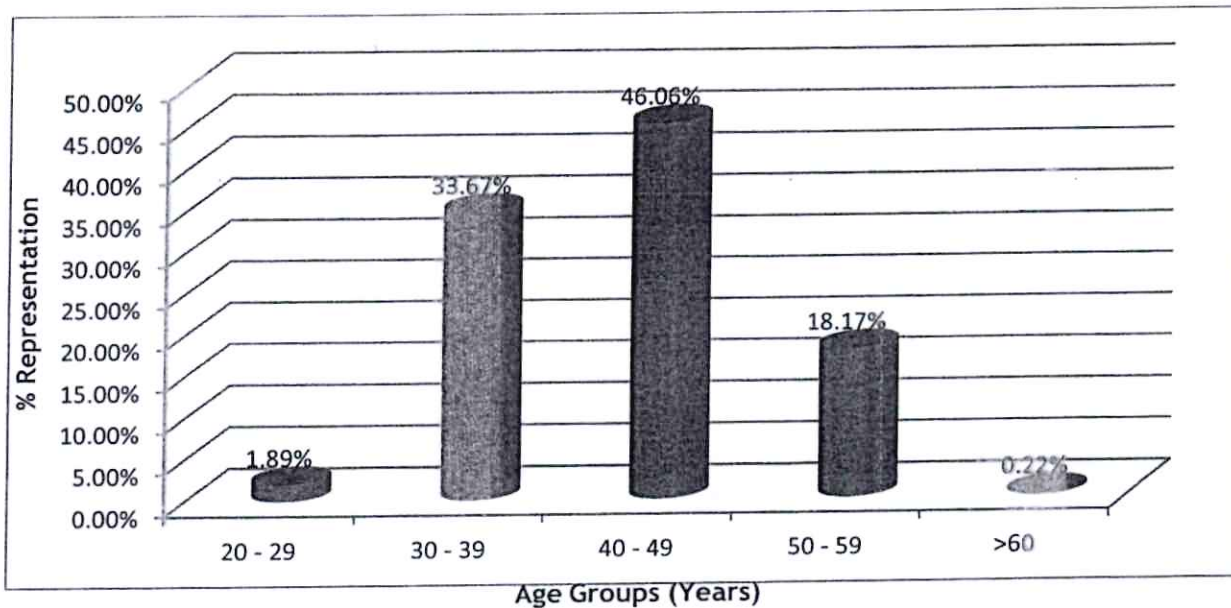


Figure 4.6: Composition of Low Cadre Staff by Age

Composition of Low Level Cadre by Gender

Table 4.10: Composition of Low Level Cadre by Gender

S/No	Gender	Number	% Representation
1	Males	701	38.94%
2	Females	1099	61.06%
Total		1,800	100.00%

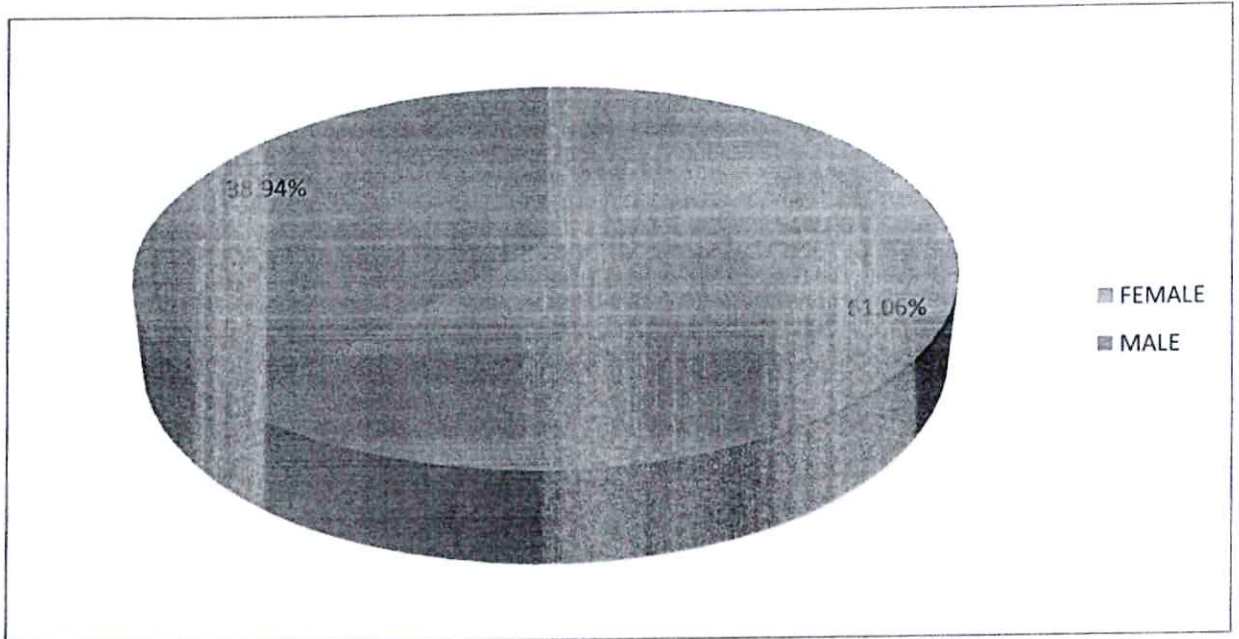


Figure 4.7: Composition of Low Cadre Staff by Gender

4.3.3 Composition of Low Level Cadre by Persons with Disability (PWDs)

Table 4.11: Composition of Low Level Cadre by Persons with Disability (PWDs)

S.No	Description	Number	% Representation
1	Persons with Disabilities	66	3.67%
2	Total Number of Low Level Cadre	1800	

5. THE TOTAL NUMBER OF PERMANENT AND PENSIONABLE STAFF EMPLOYED IN THE LAST THREE RECRUITMENTS AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY;

5 (a) Moi Teaching and Referral Hospital recruited a total of sixty nine staff (69) staff in the last three recruitments as analyzed below;

5.1 Composition of staff recruited by Ethnicity

Table 5.10: Composition of recruited staff by Ethnicity

S.No	Ethnicity	Number	Representation
1.	Kalenjin	33	47.83%
2.	Luhya	8	11.59%
3.	Kikuyu	5	7.25%
4.	Luo	5	7.25%
5.	Kisii	4	5.80%
6.	Meru	4	5.80%
7.	Embu	2	2.90%
8.	Kamba	2	2.90%
9.	Turkana	2	2.90%
10.	Kenyan Asian	1	1.45%
11.	Masai	1	1.45%
12.	Mijikenda	1	1.45%
13.	Teso	1	1.45%
	Grand Total	69	100.00%

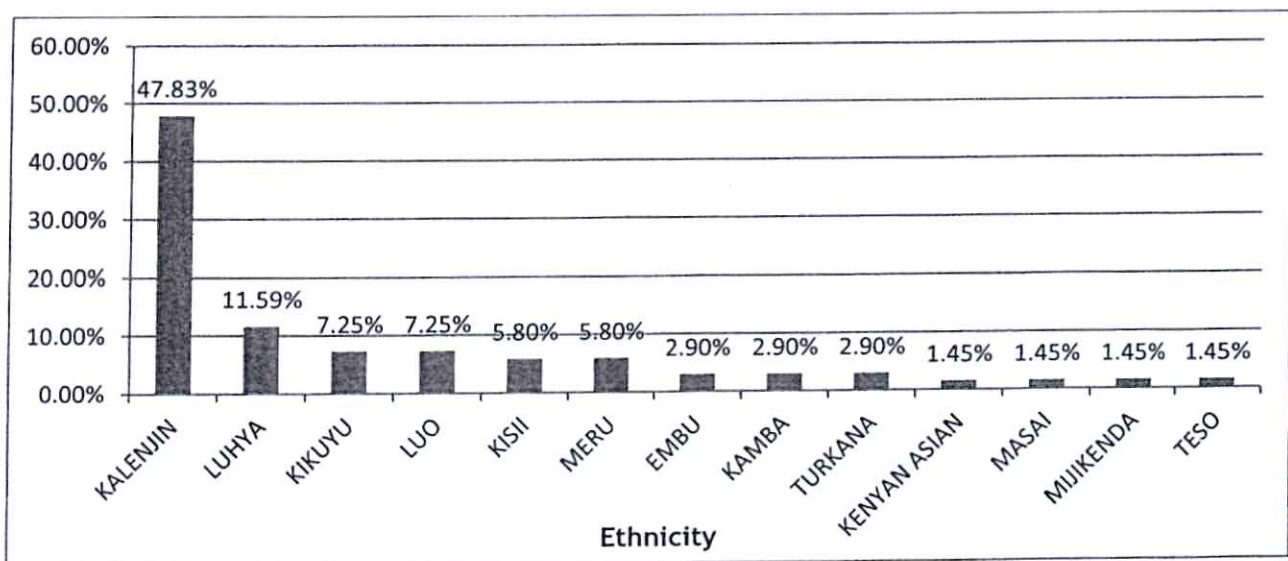


Figure 5.11: Composition of recruited staff by Ethnicity

6.1 Composition of recruited staff by Age (Years)

Table 6.11: Composition of recruited staff by Age

No	Age Groups (Years)	Number	% Representation
1	20 - 29	11	15.94%
2	30 - 39	44	63.76%
3	40 - 49	13	18.84%
4	50 - 59	1	1.45%
Grand Total		69	100.00%

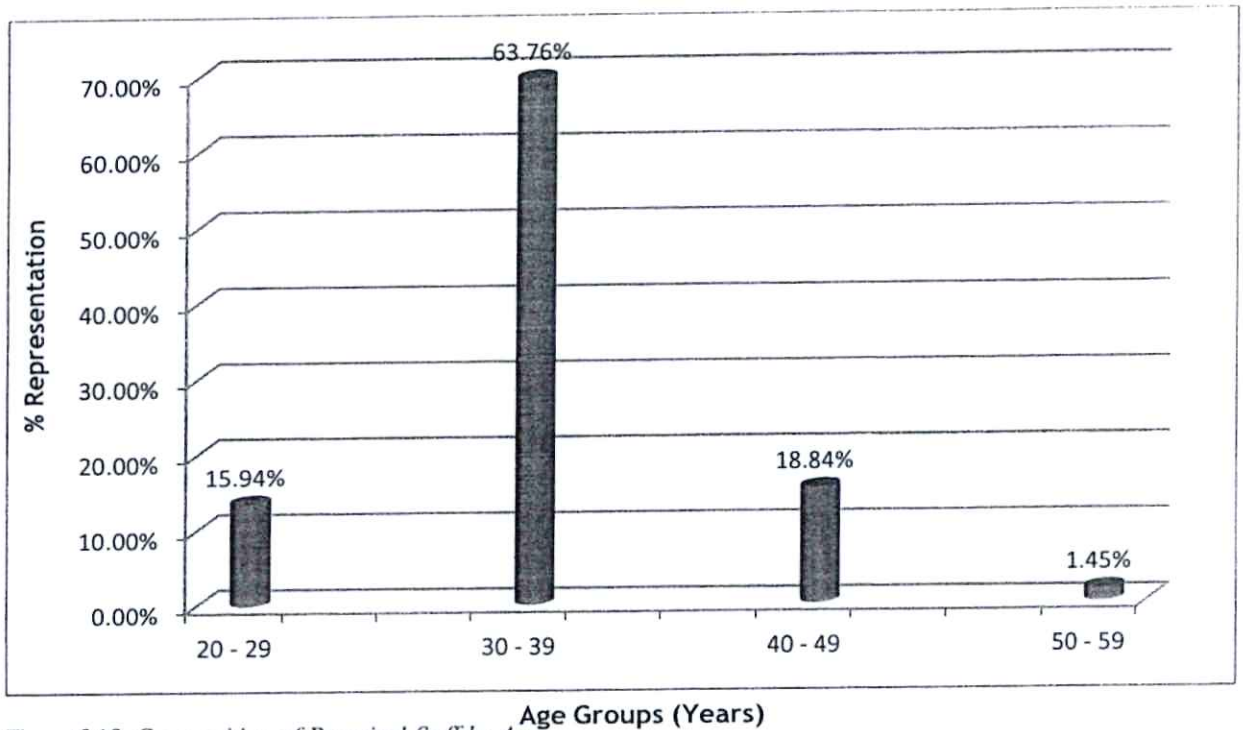


Figure 6.12: Composition of Recruited Staff by Age

6.2 Composition of recruited staff by Gender

Table 6.12: Composition of recruited staff by Gender

S/No	Gender	Number	% Representation
1	Females	41	59.42%
2	Males	28	40.58%
	Total	69	100.00%

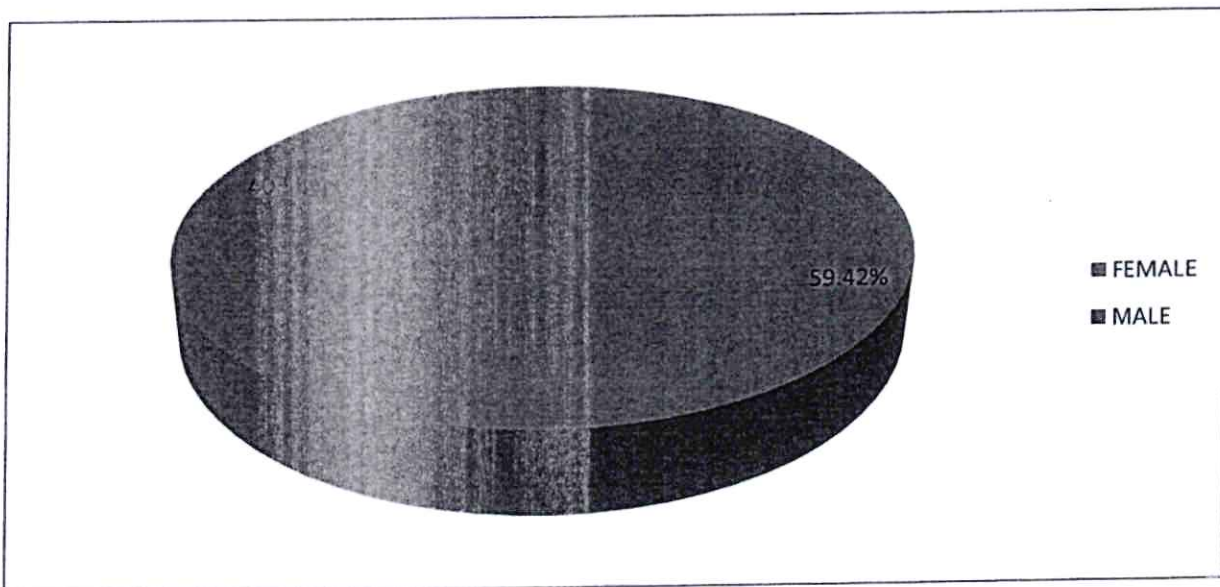


Figure 6.13: Composition of recruited Staff by Gender

6.3 Composition of recruited staff by Persons with Disability (PWDs)

Table 6.13: Composition of recruited staff by Persons with Disability (PWDs)

S.No	Description	Number	% Representation
1	Persons with Disabilities	1	1.45%
2	Total Number of Recruited staff	69	

COMPARISON OF THE PREVIOUS PRESENTATION OF 2023 AND THE 2024 REPORT ON ETHNIC DIVERSITY OF STAFF RECRUITED

In the previous presentation to the committee on national cohesion and equal opportunity on 31st august 2023 in grand Royal Hotel Kisumu the ethnic diversity for the dominant community was 67.15% the current as at November 2024 the ethnic Diversity for the dominant community is 66.62% As shown below:-

S. No	Ethnicity	% Representation 2023	% Representation 2024
1	Kalenjin	67.15%	66.62%
2	Luhya	11.05%	10.04%
3	Luo	5.65%	5.12%
4	Kisii	5.10%	4.70%
5	Kikuyu	5.16%	4.61%
6	Masai	0.85%	2.63%
7	Turkana	0.87%	1.61%
8	Kamba	1.36%	1.24%
9	Teso	0.55%	1.10%
10	Meru	0.98%	0.79%
11	Mijikenda	0.41%	0.54%
12	Non Kenyan	0.22%	0.23%
13	Kenyan Asian	0.19%	0.20%
14	Kenyan Somali	0.08%	0.14%
15	Samburu	0.11%	0.14%
16	Kuria	0.08%	0.11%
17	Embu	-	0.06%
18	Bajuni	0.03%	0.03%
19	Kenyan Indian	-	0.03%
20	Nubian	0.03%	0.03%
21	Pokomo	0.03%	0.03%
	Grand Total	100.00%	100.00%

Through the advertisement for recruiting fifty (50) Nurses the management took into consideration the promises it made in 2023 to consider the ethnic balance, marginalized groups and Persons with disability we got nurses from marginalized regions in a concerted effort to work towards having a balanced workforce

We got nurses from Meru, Embu, Kikuyu, Luo, Luhya , Turkana and other area as indicated below:-

S. No	Ethnicity	Number	% Representation
1.	Kalenjin	33	47.83%
2.	Luhya	8	11.59%
3.	Kikuyu	5	7.25%
4.	Luo	5	7.25%
5.	Kisii	4	5.80%
6.	Meru	4	5.80%
7.	Embu	2	2.90%
8.	Kamba	2	2.90%
9.	Turkana	2	2.90%
10.	Kenyan Asian	1	1.45%
11.	Masai	1	1.45%
12.	Mijikenda	1	1.45%
13.	Teso	1	1.45%
	Grand Total	69	100.00%

6. THE TOTAL NUMBER OF CASUALS, TEMPORARY AND CONTRACTUAL STAFFS SERVING CURRENTLY AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY.

6.1 Moi Teaching and Referral Hospital has a total of fifty two staff (52) serving on short term contracts as analyzed below;

6.2 Composition of Contractual staff by Ethnicity

Table 6.10: Composition of contractual staff by Ethnicity

S.No	Ethnicity	Number	% Representation
1.	KALENJIN	30	57.69%
2.	KIKUYU	9	17.31%
3.	LUO	6	11.54%
4.	KENYAN SOMALI	3	5.77%
5.	MASAI	2	3.85%
6.	KAMBA	1	1.92%
7.	KENYAN ASIAN	1	1.92%
	Grand Total	52	100.00%

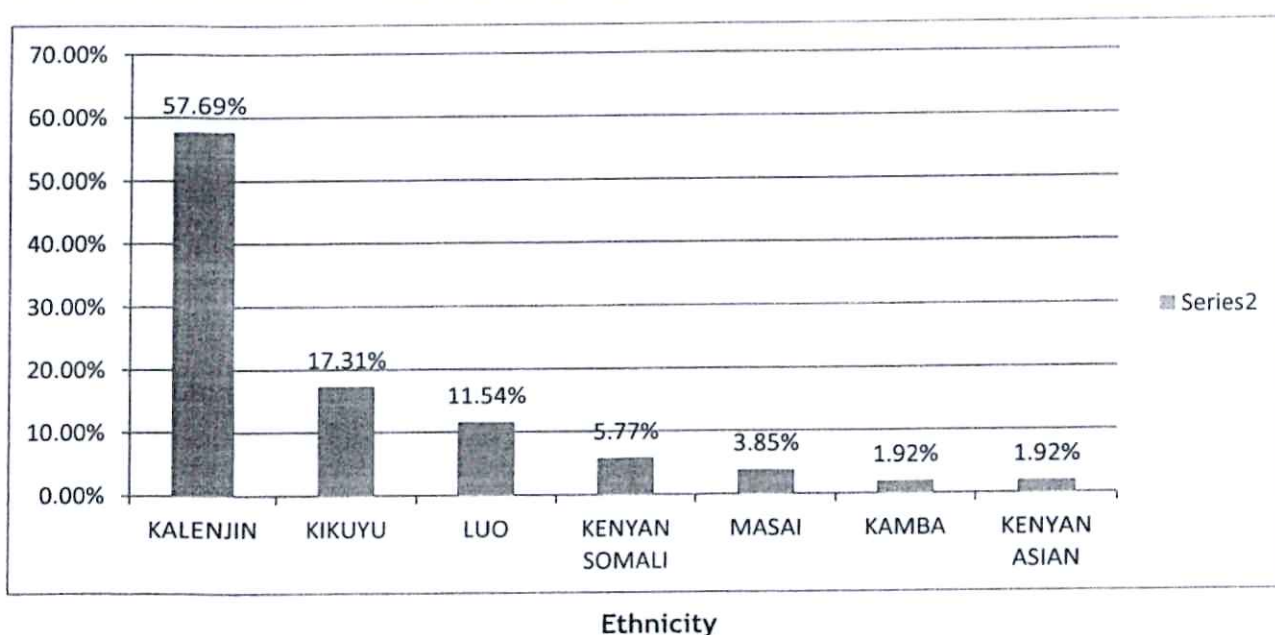


Figure 6.11: Composition of contractual staff by Ethnicity

6.3 Composition of contractual staff by Age (Years)

Table 6.11: Composition of contractual staff by Age

No	Age Groups (Years)	Number	% Representation
1	20 - 29	8	15.38%
2	30 - 39	36	69.23%
3	40 - 49	7	13.46%
4	>50	1	1.92%
Grand Total		52	100.00%

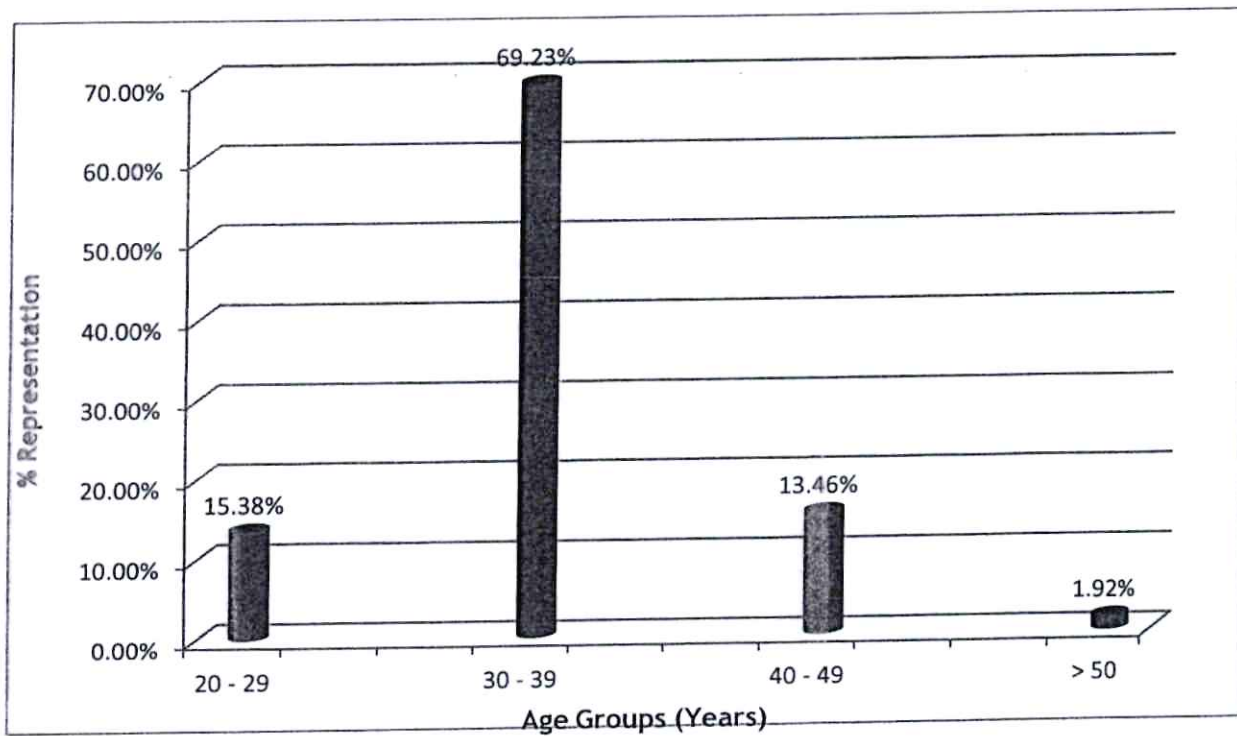


Figure 6.12: Composition of Contractual Staff by Age

6.4 Composition of contractual staff by Gender

Table 6.12: Composition of contractual staff by Gender

S/No	Gender	Number	% Representation
1	Females	13	25.00%
2	Males	39	75.00%
	Total	52	100.00%

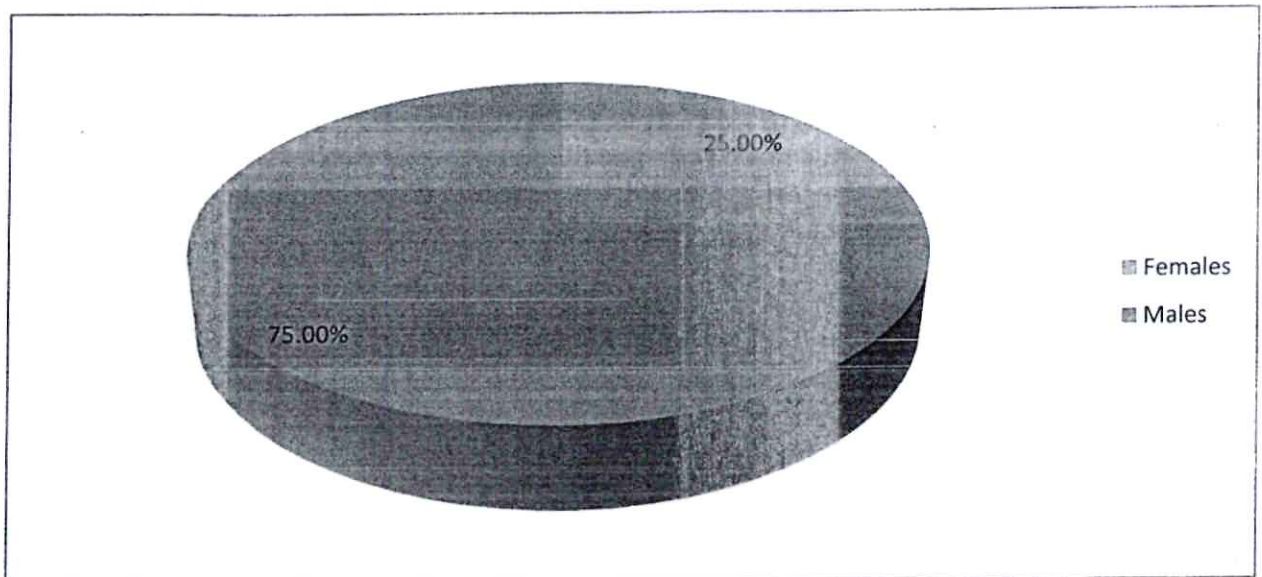


Figure 6.13: Composition of contractual Staff by Gender

6.5 Composition of contractual staff by Persons with Disability (PWDs)

There is currently no Persons with Disability (PWDs) serving on contractual terms of service

Staff on short term contract framework are reflecting the face of Kenya as shown in the table below:-

S.No	Ethnicity	Number	% Representation
1.	KALENJIN	30	57.69%
2.	KIKUYU	9	17.31%
3.	LUO	6	11.54%
4.	KENYAN SOMALI	3	5.77%
5.	MASAI	2	3.85%
6.	KAMBA	1	1.92%
7.	KENYAN ASIAN	1	1.92%
	Grand Total	52	100.00%

7. RATIO BETWEEN THE NATIONAL POPULATION AND EMPLOYMENT PROPORTION IN MTRH (UNDERREPRESENTATION & OVERREPRESENTATION) AS PER 2019 POPULATION AND HOUSING CENSUS

The table below presents an analysis of the ratio between the National Population and Employment Proportion in MTRH per Ethnicity.

Table 7.1: Ratio between National Population and Employment Proportion in MTRH

No	Tribe	No Of Employees in MTRH	% of Tribe Against Total No of Employees in MTRH	Total Population of the Tribe in the Country (2019 Census)	Population nationally	Variance between C and E % overrepresentation/under-representation
No	A	B	C	D	E	F
1	Kalenjin	2355	66.62%	6,358,113	13.37%	53.25%
2	Luhya	355	10.04%	6,823,842	14.35%	-4.31%
3	Luo	181	5.12%	4,663,910	9.81%	-4.69%
4	Kisii	166	4.70%	2,703,235	5.68%	-0.98%
5	Kikuyu	163	4.61%	8,148,668	17.13%	-12.52%
6	Maasai	93	2.63%	1,189,522	2.50%	0.13%
7	Turkana	57	1.61%	1,016,174	2.14%	-0.53%
8	Kamba	44	1.24%	5,066,966	10.65%	-9.41%
9	Teso	39	1.10%	578,000	1.22%	-0.12%
10	Meru	28	0.79%	1,975,869	4.15%	-3.36%
11	Mijikenda	19	0.54%	2,488,691	5.23%	-4.69%
12	Non Kenyan	8	0.23%			
13	Kenyan Asian	7	0.20%	90,527	0.19%	0.01%
14	Samburu	5	0.14%	310,327	0.65%	-0.51%
15	Kenyan Somali	5	0.14%	2,780,502	5.85%	-5.71%
16	Kuria	4	0.11%	313,854	0.66%	-0.55%
17	Bajuni	1	0.03%	233,000	0.49%	-0.46%
18	Nubian	1	0.03%	21,000	0.04%	-0.01%
19	Pokomo	1	0.03%	112,075	0.24%	-0.21%
20	Embu	2	0.06%	404,801	0.85%	-0.79%
21	Kenyan Indian	1	0.03%			
		3,535	100.00%			

8. STATUS OF COMPLIANCE OF THE INSTITUTION WITH SECTION 7 ON THE NATIONAL COHESION INTEGRATION ACT, 2008 AND ARTICLE 232 (1) (H) AND (I) OF THE CONSTITUTION, INCLUDING THE EFFORTS MADE BY THE HOSPITAL TO ENHANCE COMPLIANCE

8.1 Compliance with Article 232 (1) of the Constitution, 2010

h) Fair competition and merit as the basis of appointments, promotions and trainings

MTRH has various policy guidelines that guides on appointment, promotion and training.

- i. Advertisement is done and widely circulated through MyGov, Hospital Website and various social media platforms. In our advertisement we clearly point out that marginalized, special groups are encouraged to apply and that no fee is charged at any level of recruitment process.
- ii. While carrying out promotion we take into consideration years of service, performance devoid of any valid disciplinary matter.
- iii. Appointments and promotions are implemented in accordance with the Institution's Career Guidelines for both Corporate and Technical Jobs.
- iv. Qualifications for appointment to any position in the Hospital are detailed in the Career Guidelines for both Corporate and Technical Jobs.
- v. Common Cadre Promotions as per Human Resource Policy and Procedures Manual and as per MTRH Career Guidelines.
- vi. There are various policies to guide on appointment, training and advancement. Implementation is done equitably across considerations of gender, age, ethnicity and Persons With Disability and marginalized communities.

I. Compliance with National Cohesion and Integration Act of 2008.

- a. MTRH reports annually to the Directorate of National Cohesion and Values on the measures taken and progress achieved in the realization of the National Values and Principles of Governance.
- b. MTRH captures the target of National Cohesion and Values in the Annual Performance Contracts.

9. THE CHALLENGES THE HOSPITAL HAS FACED IN ITS BID TO ENHANCE DIVERSITY OF EMPLOYEES AND THE MITIGATION MEASURES TO CURB THE CHALLENGES;

I. CHALLENGES

- a) MTRH Low cadre jobs formed a bulk of the staffing population due to low salary at the formative stage. As a result, most of the applicants during this time were from the local community.
- b) To comply with Labour Laws, the Hospital gradually absorbed Casuals into permanent and pensionable terms of service.
- c) Most of the lower cadre advertisements did not attract applications from diverse backgrounds due to low salary and devolution.
- d) Some prospective employees from Marginalized areas did not take up appointments and when they accepted they only stayed for a short stint before they resign their positions.
- e) We hired two nurses one from Luo in the current recruitment and he declined and also another specialized nurse was hired in 2023 reported and resigned after one week.

Examples include:-

- i) Patricia Wambui Githunguri – Snr. Registered Nurse (Neonatal)
Resigned after one week of appointment
File Number 8163 id: 285529727
Mobile; 0725604618

- ii) Allan Efumbi – Nursing officer
Declined the appointment
Id: 28722400
Mobile; 0713613888

II. MITIGATING MEASURES

- a) The Hospital Management no longer engages Casuals.
- b) MTRH Salary and allowances has since improved as approved by Salaries and Remuneration Commission (SRC).
- c) There is security of tenure i.e. employees upon successful service on six (6) months probationary period are confirmed in appointment.
- d) Job vacancies are advertised widely whenever they arise through MyGov, Hospital's website and media platforms.
- e) MTRH Board has approved Headhunting of Specialist when job advertisements fail to attract applicants.

f) To make MTRH a preferred employer, Management has taken the following steps;

- Staff Career Advancement through fair promotions and training opportunities.
- Recognition of Trade Unions and providing employees with a right to voluntarily join union of their own choice.
- Weekly 6kms Hospital Management Team meeting/rounds.
- Holding meetings with staff in fora such as Staff Open Days/Work Councils.
- The Hospital Management practices Open Door Policy
- Devolve Human Resource visits.

10. MEASURES PUT IN PLACE, TO PROMOTE PERSONS LIVING WITH DISABILITIES FRIENDLY WORK ENVIRONMENT;

The Hospital is dedicated to empowering People With Disabilities (PWDs) to fully participate in the society. This has been realized by using the language that reflects our respect for PWDs. First and foremost, we treat them with dignity and respect when interacting with them, we focus on their abilities not their disabilities.

PWDs are unique individuals who have a wealth of knowledge, skills, talents, interests and experience that add tremendous diversity, resourcefulness and creative energy in the society.

Measures put in place include:

- i. Appointed Disability Mainstreaming Committee in place.
- ii. Appointed Disability Assessment Committee in place.
- iii. The hospital has procured a total six (6) motorized wheelchairs to PWDs to ease movement within and outside workplace.
- iv. Procured guided walking stick for one member of staff (blind).
- v. Procured hearing aids for seven (7) members with hearing impairment.
- vi. Reserved parking space for PWDs.
- vii. Provide signage's for PWDs on the use of ramps.
- viii. The Hospital have a total of thirty (30) members of staff trained on Sign Language to assist both staff and patients under PWDs.
- ix. Corporate Service Delivery Charter in Braille.
- x. Accelerated promotion for a member of staff under PWD.
- xi. Implementation of Personal Guide for Public Officers Living With Disability Circular Ref. SRC/TS/DRRPS/3/26 VOL. V (88) dated 17th December, 2014 and SRC/TS/NCPWD/3/18(80) dated 26th August, 2019 payable as part of the monthly remuneration to the PWDs.
- xii. User friendly toilets for PWDs.
- xiii. Facilitation of per diem allowance and transport for members of staff (PWD) going for assessment, renewal of their certificates and Tax Exemption Certificates.
- xiv. Retention of one member of staff (PWD) at Income Generating Unit while other do yearly rotation - Viola Kiplimo.
- xv. Training opportunities ,Sent one member of staff under PWD for three (3) months training at NITA (Tailoring course Hellen Toroitich)
- xvi. Support PWD in medication after exhaustion of medical cover. (Viola Kiplimo and Josephat Munyua).

11. INSTITUTIONAL POLICY ON STAFF TRAINING AND DEVELOPMENT

The Institution is guided by MTRH Human Resource Policy and Procedures Manual August 2018, MTRH Capacity Development Policy, August, 2017, Ministry of Health Training Policy, May, 2016, MTRH Training Needs Analysis, Government Circulars that are in place or as may be promulgated from time to time.

12. INFORMATION REGARDING TOTAL NUMBER OF STAFF TRAINED FOR THE LAST THREE FINANCIAL YEARS IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY.

12 (a) STAFF RELEASED FOR TRAINING IN THE 2021/2022FY

There were thirty two (32) staff released for training in the 2021/2022 financial year as analyzed below

Table 12.0: Composition of staff released for training in 2021/2022 by Ethnicity

S/N	Ethnicity	Number	% Representation
1	Kalenjin	17	53.125%
2	Luhya	4	12.5%
3	Kisii	3	9.375%
4	Kikuyu	2	6.25%
5	Kamba	2	6.25%
6	Luo	2	6.25%
7	Kenyan Asian	1	3.125%
8	Foreigner	1	3.125%
	Grand Total	32	100%

Table 12.1: Composition of staff released for training in 2021/2022 by Age (Years)

S.NO.	Age Groups (Years)	Number	% Representation
1	30-34	1	3.125%
2	35-39	11	34.375%
3	40-44	9	28.125%
4	44-49	5	15.625%
5	50-54	6	18.75%
	Grand Total	32	100.00%

12.3.1.1 Composition of staff released for training in 2021/2022 by Gender

Table 12.2: Composition of staff released for training by Gender

S/No	Gender	Number	% Representation
1	Male	20	62.5%
2	Female	12	37.5%
	Total	32	100.00%

12.3.1.2 Composition of staff released on training in 2021/2022 by Persons with Disability (PWDs)

Note

There was no Persons with Disability (PWDs) trained in the year.

b) STAFF RELEASED FOR TRAINING IN THE 2022/2023FY

There were twenty seven (27) staff released training in the 2022/2023 financial year as analyzed below

12.1: Composition of staff released on training in 2022/2023FY by Ethnicity

Table 12.0: Composition of staff released on training in 2022/2023FY by Ethnicity

S.N	Ethnicity	Number	% Representation
1	Kalenjin	17	62.96%
2	Luhya	3	11.12%
3	Kisii	2	7.42%
4	Kikuyu	1	3.70%
5	Kamba	1	3.70%
6	Luo	1	3.70%
7	Kenyan Asian	1	3.70%
8	Foreigner	1	3.70%
	Grand Total	27	100%

Table 12.1: Composition of staff released on training in 2022/2023 by Age (Years)

SNO	Age Group (Years)	Number	% Representation
1	30-34	1	3.70%
2	35-39	6	22.22%
3	40-44	11	40.75%
4	44-49	3	11.11%
5	50-54	3	11.11%
6	55-59	3	11.11%
Grand Total		27	100.00%

12.3.1.1 Composition of staff released on training in 2022/2023 by Gender

Table 12.2: Composition of staff released on training by Gender

S/No	Gender	Number	% Representation
1	Male	12	44.44%
2	Female	15	55.56%
Total		27	100.00%

Composition of staff released on training in 2022/2023 by Persons with Disability (PWDs)

Table 12.14: Composition of staff released on training in 2022/2023 by Persons with Disability (PWDs)

S.No	Description	Number	% Representation
1	Persons with Disabilities	3	11.11%
2	Total	27	

c) STAFF RELEASED FOR TRAINING IN THE 2023/2024FY

There were twenty seven (27) staff released on training in the 2023/2024 financial year as analyzed below

12.1: Composition of staff released on training in 2023/2024FY by Ethnicity

Table 12.0: Composition of staff released on training in 2023/2024FY by Ethnicity

S.N	Ethnicity	Number	% Representation
1	Kalenjin	20	64.52%
2	Luhya	3	9.68%
3	Luo	3	9.68%
4	Turkana	2	6.45%
5	Kikuyu	2	6.45%
6	Kisii	1	3.22%
	Grand Total	31	100%

Table 12.1: Composition of staff released on training in 2023/2024 by Age (Years)

S.NO.	Age Groups (Years)	Number	% Representation
1	25-29	1	3.23%
2	30-34	2	6.45%
3	35-39	7	22.58%
4	40-44	13	41.93%
5	45-49	5	16.13%
6	50-54	3	9.68%
	Grand Total	31	100.00%

12.3.2 Composition of staff released on training in 2023/2024 by Gender

Table 12.2: Composition of staff released on training by Gender

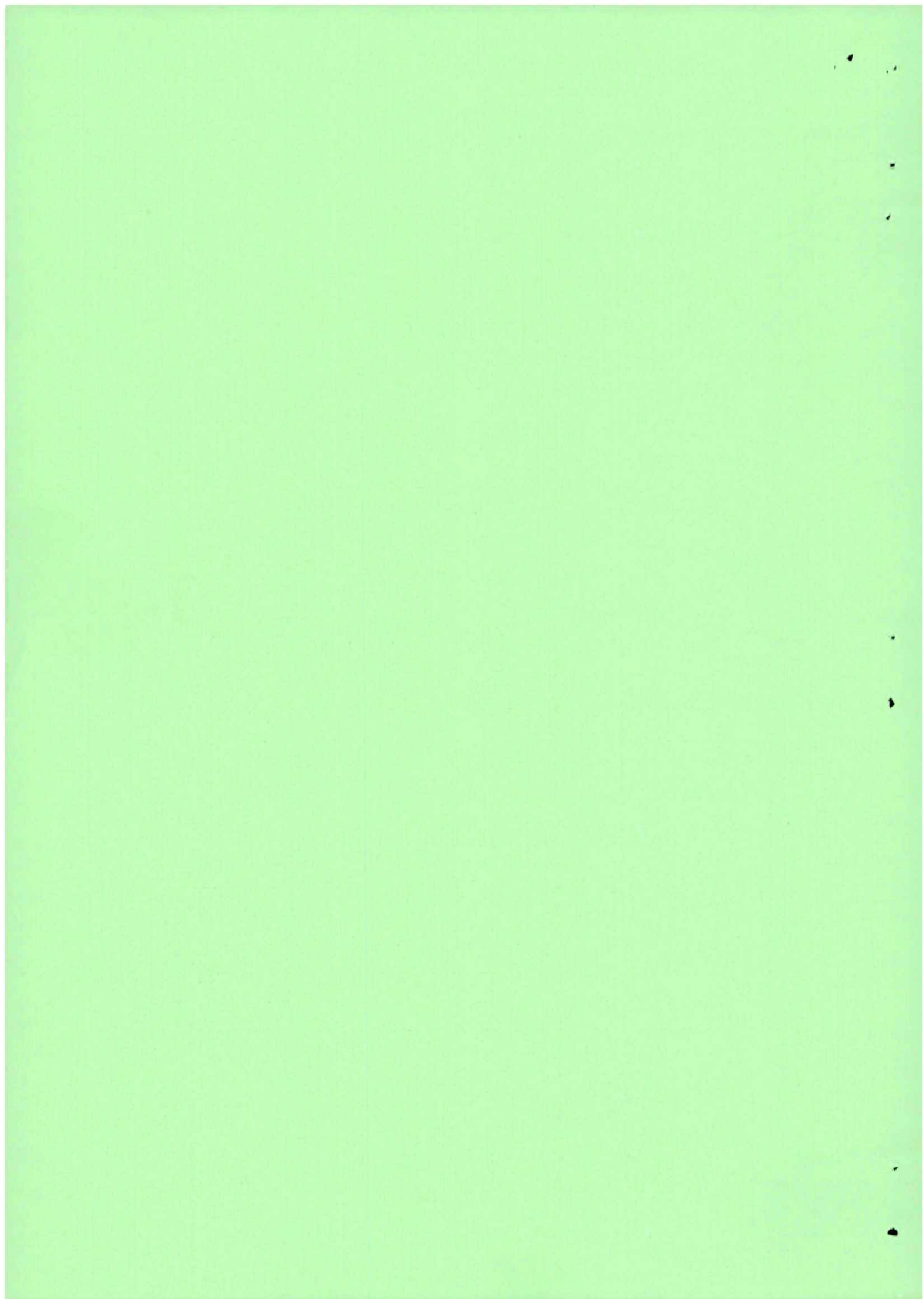
S/No	Gender	Number	% Representation
1	Male	13	41.94%
2	Female	18	58.06%
	Total	31	100.00%

Composition of staff released on training in 2023/2024 by Persons with Disability (PWDs)

Table 12.14: Composition of staff released on training in 2023/2024 by Persons with Disability (PWDs)

S. No	Description	Number	% Representation
1	Persons with Disabilities	2	6.45%
2	Total Number	31	

**LAKE VICTORIA NORTH
WATER WORKS
DEVELOPMENT AGENCY
(LVNWWDA)**



LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY
SUMMARY OF ETHNIC DISTRIBUTION

S/NO	Ethnicity	Number of Staff	% Distribution
1	Embu	1	1.6
2	Kalenjin	11	17.2
3	Kamba	2	3.1
4	Kikuyu	1	1.6
5	Luhya	38	59.4
6	Luo	9	14.1
7	Teso	2	3.1
	Total	64	100.0

Compliance status is 40.6% i.e. above the requirement of 30%

GENDER DISTRIBUTION

S/NO	Gender	Number of Staff	% Distribution
1	Male	46	70.8
2	Female	18	27.7
	Total	64	98.5

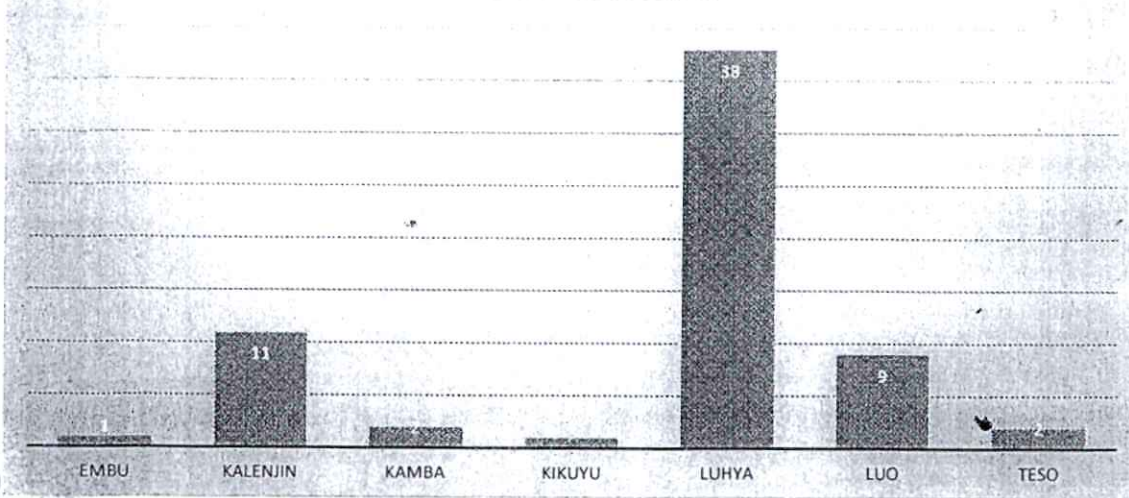
Compliance status for Gender is 28.1%

DISTRIBUTION PER AGE

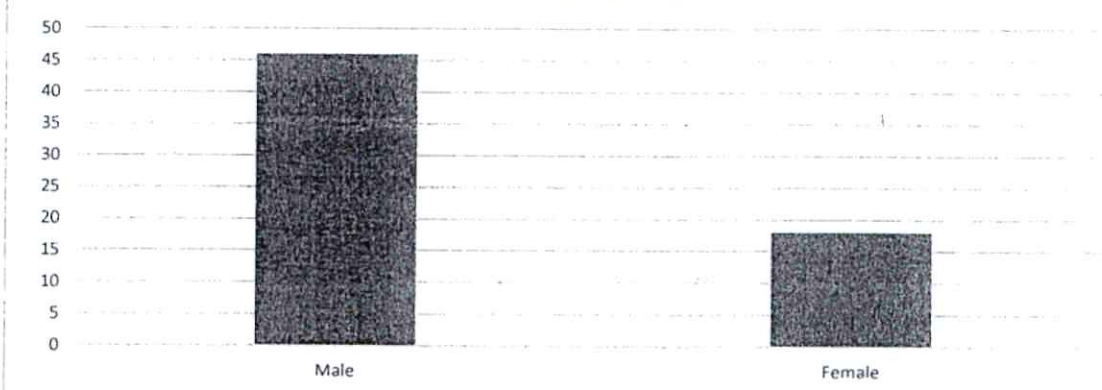
S/NO	Age Group	Number of Staff	% Distribution
1	18-35	19	29.7
2	36-49	30	46.9
3	50-65	15	23.4
	Total	64	100.0

LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY
GRAPHICAL PRESENTATION OF STAFF COMPOSITION

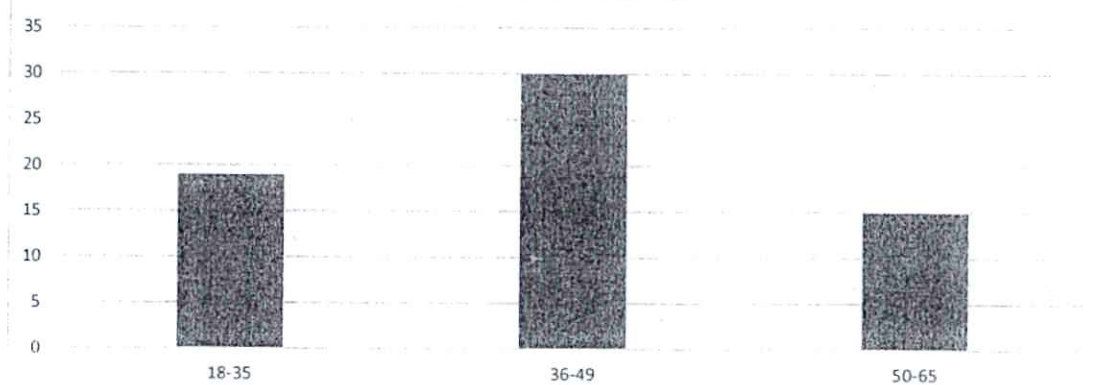
Ethnic Distribution



Gender Distribution



Distribution by Age



LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY

COMPOSITION OF PERSONS WITH DISABILITIES IN THE INSTITUTION

NAME	TERMS OF SERVICE	GENDER	OF DISABILITY	NCPWD REG.NO	D.O.B	SCALE	ETHNICITY
Holden George Makokha	Permanent and Pensionable	Male	Physical	NCPWD/P/6184	11/5/1983	7	Luhya
Total number of Staff of the Agency is 64							
Extend of Compliance is 1.56%							

Compliance requirement is 5%

**LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY
SUMMARY OF DISTRIBUTION PER LEVEL- ETHNICITY, AGE & GENDER**

Distribution by Ethnicity

S/NO	Ethnicity	Senior Level	Middle Level	Lower Level
1	Embu	0	1	0
2	Kalenjin	2	6	3
3	Kamba	2	0	0
4	Kikuyu	1	0	0
5	Luhya	6	22	10
6	Luo	3	4	2
7	Teso	1	1	0
	Total	15	34	15
	Compliance Level	60%	35.29%	33.30%

Percentages

All levels are within the 30% recommended compliance level

Distribution by Gender

S/NO	Gender	Senior Level	Middle Level	Lower Level
1	Male	12	23	11
2	Female	3	11	4
	Total	15	34	15
	Compliance Level	20%	32.30%	26.60%

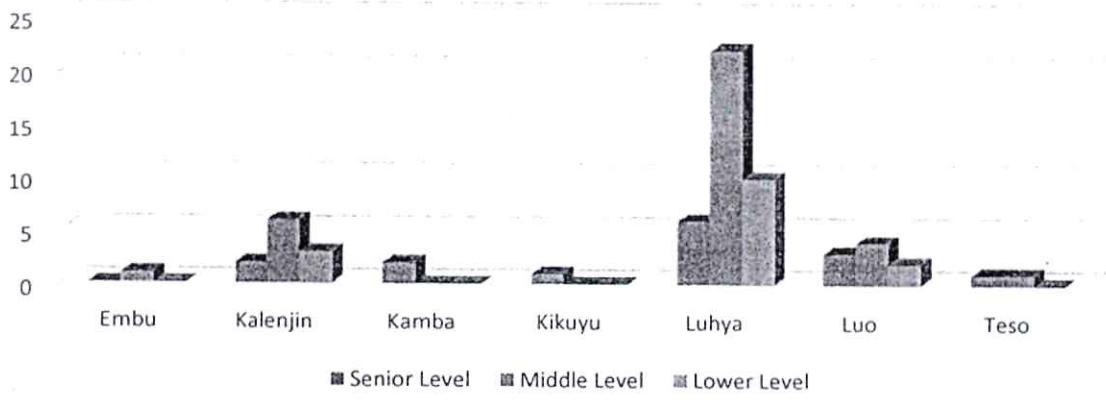
Senior and Lower levels is slightly below the 30% recommended compliance level

Distribution by Age

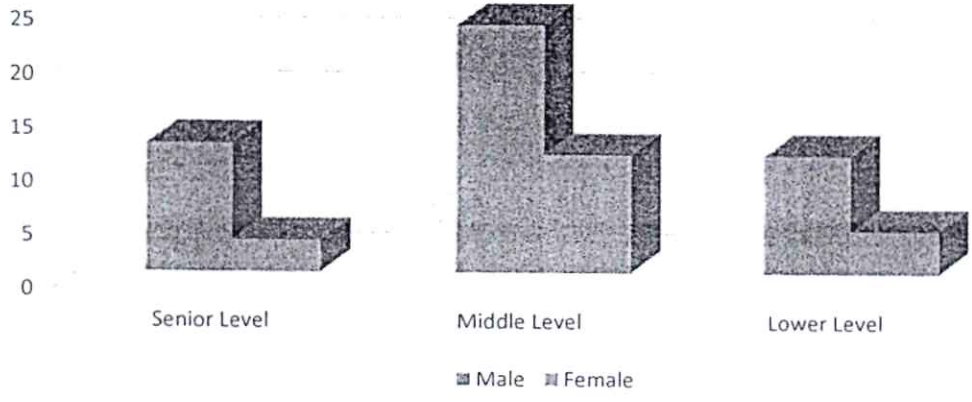
S/NO	Age Group	Senior Level	Middle Level	Lower Level
	18-35	1	14	4
	36-49	10	15	5
	50-65	4	5	6
	Total	15	34	15

LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY
 GRAPHICAL PRESENTATION OF DISTRIBUTION

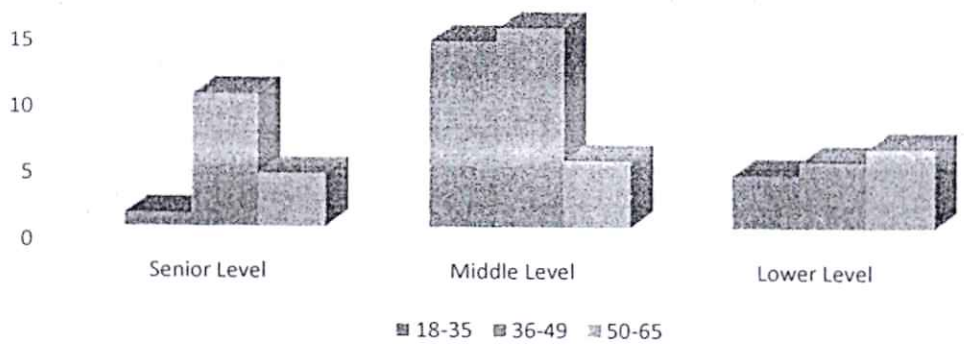
Ethnic Distribution Per Level



Gender Distribution Per Level



Age Distribution Per Level



**LAKE VICTORIA NORTH WATER WORKS DEVELOPMENT AGENCY
STAFF EMPLOYED IN THE LAST THREE RECRUITMENTS**

ETHNIC DISTRIBUTION

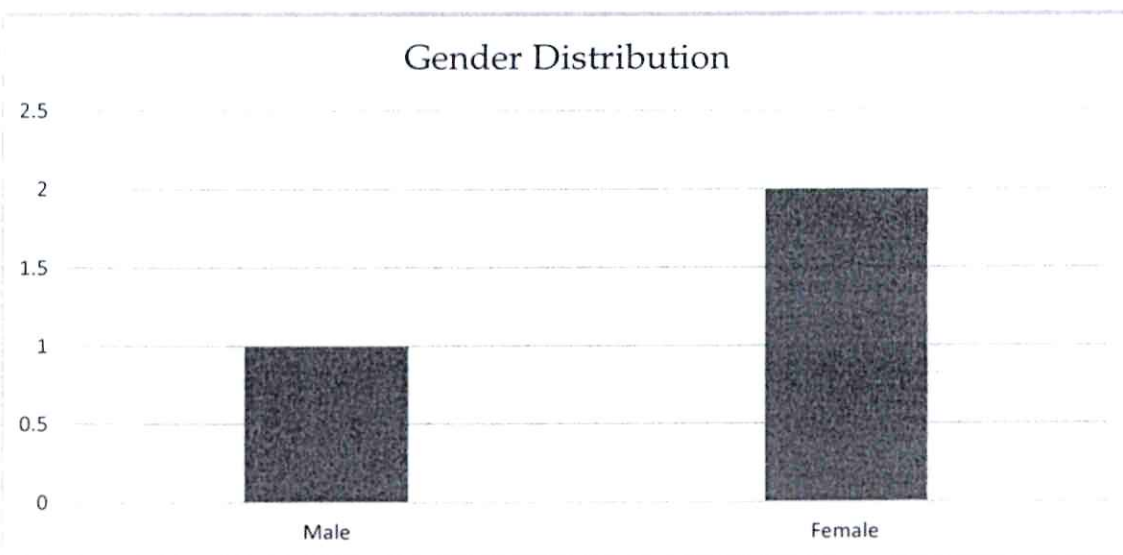
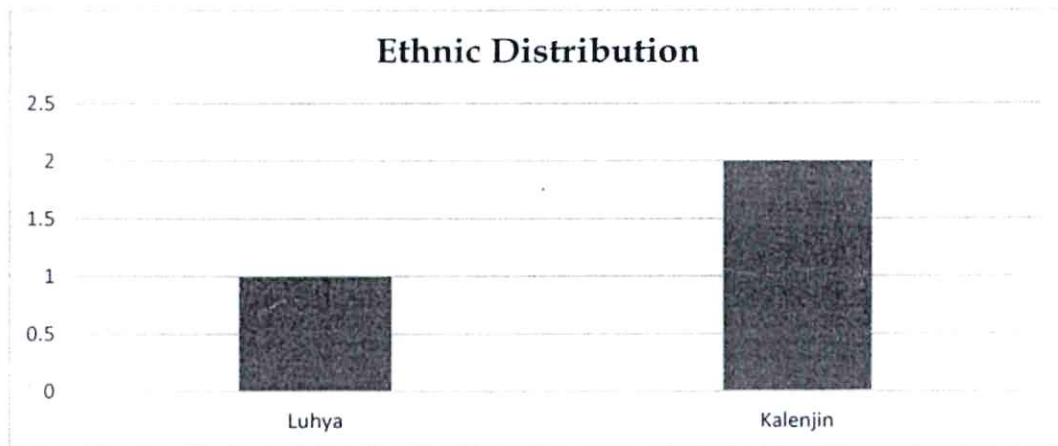
S/No	Ethnicity	No.of Staff	% Distribution
	Luhya	1	33.33
	Kalenjin	2	66.67
	Total	3	100

Ethnic Compliance level was above the 30% requirement i.e. at 66.6%

GENDER DISTRIBUTION

S/No	Gender	No.of Staff	% Distribution
	Male	1	33.33
	Female	2	66.67
	Total	3	100

Gender compliance was at 66.6% i.e. above the minimum requirement of 30%



SUMMARY OF TEMPORARY STAFF DISTRIBUTION

Distribution by Ethnicity

S/NO	Ethnicity	Number of Staff	% Distribution
1	Kisii	1	5.6
2	Kalenjin	6	33.3
3	Kamba	1	5.6
5	Luhya	6	33.3
6	Luo	2	11.1
7	Teso	2	11.1
	Total	18	100.0

Ethnicity Compliance is 66.6% i.e. above the requirement of 30%

GENDER DISTRIBUTION

S/NO	Gender	Number of Staff	% Distribution
1	Male	12	18.5
2	Female	6	9.2
	Total	18	27.7

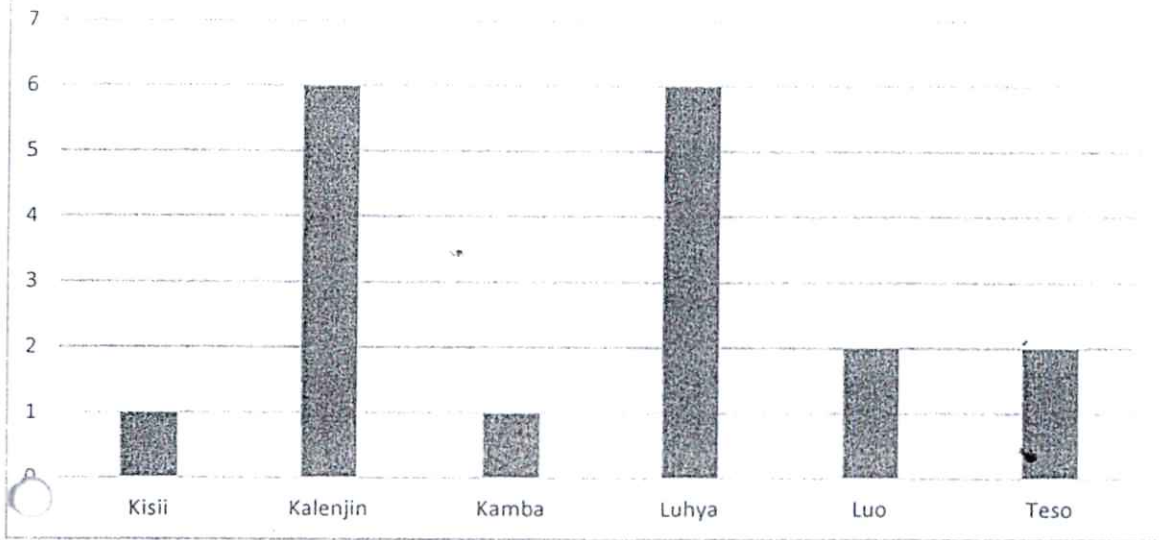
Gender Complinance status for Gender is 33.3% i.e. above the requirement of 30%

DISTRIBUTION PER AGE

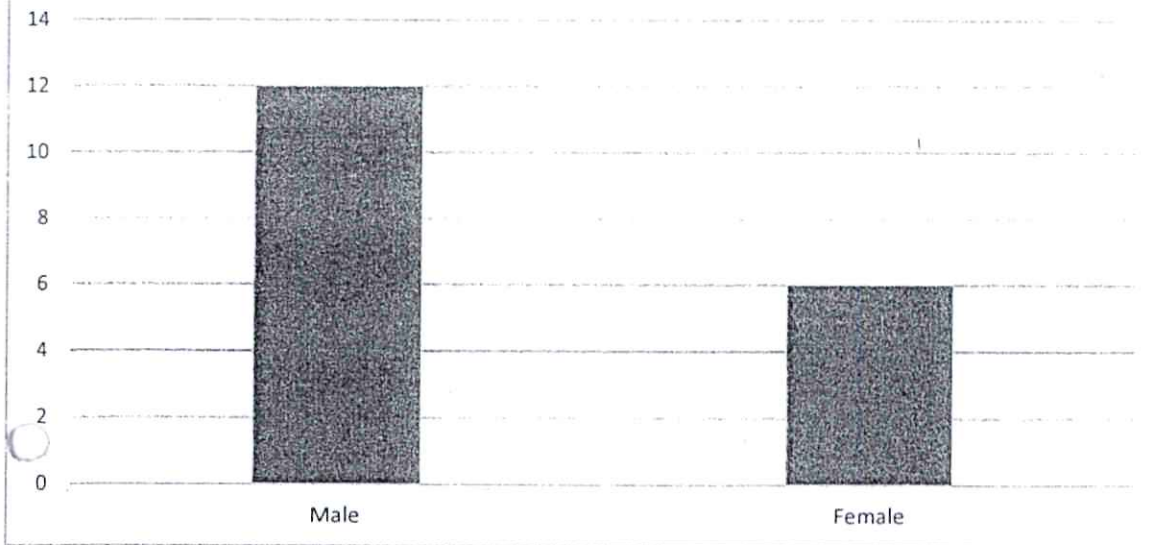
S/NO	Age Group	Number of Staff	% Distribution
1	18-29	8	44.4
2	30-39	10	55.6
3	40-49	0	0.0
4	Above 50	0	
	Total	18	100.0

GRAPHIC PRESENTATION OF TEMPORARY STAFF DISTRIBUTION

Ethnic Distribution



Gender Distribution





MEASURES PUT IN PLACE TO PROMOTE PERSONS LIVING WITH DISABILITIES FRIENDLY WORK ENVIRONMENT

- 1) Development of Disability Mainstreaming Policy
- 2) Appointment / Establishment of Disability Mainstreaming Committee
- 3) Training of Committee on Disability Mainstreaming
- 4) Uploading of job adverts in NCPWD Portal
- 5) Ensuring website conformity and accessibility
- 6) Training staff on sign language
- 7) Development of Service Charter in Braille
- 8) Provision of Wheel chair
- 9) Provision of a ramp
- 10) Provision of accessible parking
- 11) Undertaking Accessibility and Usability Audit to enhance compliance and safe work environment
- 12) Development of Service Charter in large print
- 13) Development of Service Charter in Audio
- 14) Provision of internship and attachment opportunities to PWDs
- 15) Corporate Social Responsibility to PWD Association e.g. Kakamega Amputee Football Association.

Attached; Evidences



CHALLENGES THE INSTITUTION HAS FACED TO ENHANCE DIVERSITY OF EMPLOYEES

1. Inadequate/completely no applications by Women on certain positions advertised by the Agency i.e. position of Chief Executive Officer had to be re-advertised due to unavailability of a female applicant.
2. Inadequate/completely no applications by People living With Disabilities on certain positions advertised by the Agency.
3. Inadequate skills and competencies by Women and PWDs for Technical positions that is the core mandate of the Agency.
4. Cultural beliefs and practices hence inadequate/no applications from the minority groups and people from diverse cultures.
5. Low salaries as a result of low recurrent allocation hence inability to get diverse applicants.

MITIGATION MEASURES

1. Affirmative action on gender inclusivity during recruitment process.
2. Emphasis on inclusivity and equal opportunity during advertisement and recruitment process.
3. Uploading of all advertisement to the NCPWD Portal for ease of access.
4. Increased recurrent allocation.

**KENYA INDUSTRIAL
ESTATES (KIE)**



**KENYA
INDUSTRIAL
ESTATES**

PRESENTATION

TO

THE NATIONAL ASSEMBLY

COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY

PRESENTED BY:

**CPA. CHARLES M. MATIVO
AG. MANAGING DIRECTOR
KENYA INDUSTRIAL ESTATES**

SEPTEMBER, 2024

iii) **OBJECTIVES OF KENYA INDUSTRIAL ESTATES**

1. Industrial incubation of SMEs in manufacturing and value addition sector countrywide;
2. Facilitating the acceleration/ graduation of SMEs in manufacturing and value addition to medium and large enterprises;
3. Providing medium to long-term industrial financing to facilitate development of SMEs; and
4. Support survival and growth of SMEs through entrepreneurial culture development.

iv) **PRODUCTS & SERVICES**

1. Industrial Incubation and Workspace;
2. SME Credit Finance;
3. Business Advisory Services;
4. Facilitating Sub-Contracting and Linkages.

1. Industrial Incubation and Workspace

Kenya Industrial Estates provides affordable incubators and industrial workspace to SMEs across the country to facilitate manufacturing and value addition. The workspaces allow the enterprises to share support services to reduce overhead production cost and it also enables KIE to provide management and technical assistance.

2. SME Credit Finance

Kenya Industrial Estates provides affordable medium to long-term finance to SMEs for purchase of machinery, equipment and working capital for expansion, modernization or rehabilitation. The amount provided per enterprise is to a maximum Kshs. 20,000,000.0

3. Business Advisory Services (BAS)

Kenya Industrial Estates provides Business Advisory Services to sensitize the potential entrepreneurs on business opportunities and develop their entrepreneurial capacity through undertaking feasibility studies, preparation of business plans, mentoring, coaching and business counselling.

Hon. Chairman, with your permission, I now wish to address the issues raised in your letter calling for this meeting:

1.0 CURRENT EMPLOYMENT COMPOSTION IN TERMS OF ETHNICITY, AGE AND GENDER

Hon. Chairman, Kenya Industrial Estates has a total staff compliment of 206 distributed across the departments in Head Office and the Branches.

i) Ethnic Composition

To foster an inclusive corporate culture, Kenya Industrial Estates embraces diversity of people from different ethnic backgrounds. The organization has 16 different ethnic groups representation in the workforce. The ethnic distribution of KIE staff is as analyzed in the Table 1.

Table 1: Ethnic Distribution among KIE Staff

No.	Ethnicity	Number of Employees	Percentage (%)
1.	Borana	2	1.0
2.	Embu	3	1.5
3.	Kalenjin	42	20.4
4.	Kamba	23	11.2
5.	Kenyan Somali	3	1.5
6.	Kikuyu	29	14.1
7.	Kisii	24	11.7
8.	Luhya	21	10.2
9.	Luo	19	9.2
10.	Maasai	6	2.9
11.	Meru	17	8.3
12.	Mijikenda	5	2.4
13.	Nubi	1	0.5
14.	Taita	9	4.4
15.	Taveta	1	0.5
16.	Teso	1	0.5
	Total	206	100

ii) Age Distribution among KIE Staff

Majority of staff in KIE are over 35 years of age translating to 85% of the total workforce. The age distribution for Kenya Industrial Estates staff is as is analyzed in Table 2.

3.0 COMPOSITION OF THE GOVERNING BODY OF THE INSTITUTION IN TERMS OF AGE, GENDER, ETHNICITY AND PERSONS WITH DISABILITY

The institution has a fully constituted Board of Directors whose ages, gender and ethnic representation is as shown in Tables 5-7.

a) Age

Table 5: Age of the Board of Directors

No.	Age Range	Number of Directors	Percentage (%)
1.	25 to 29 years	0	0
2.	30 to 34 years	1	9
3.	35 to 39 years	1	9
4.	40 to 44 years	3	27
5.	45 to 49 years	3	27
6.	50 to 54 years	2	18
7.	55 to 60 years	1	9
	Total	11	100

b) Gender

Table 6: Gender Distribution of the Board of Directors

No.	Gender	Number of Directors	Percentage (%)
1.	Male	5	45
2.	Female	6	55
	Total	11	100

c) Ethnicity

Table 7: Ethnic Representation of the Board of Directors

No.	Ethnicity	Number of Directors	Percentage (%)
1.	Kalenjin	2	18
2.	Kikuyu	3	27
3.	Luhya	2	18
4.	Maasai	1	9
5.	Burji	1	9
6.	Taita	1	9
7.	Kamba	1	9
	Total	11	100

b) Middle Level (Regional Managers, Asst. Managers & Senior Officers)

i) Ethnicity

Table 11: Ethnic Representation of the Middle Level Staff

No.	Ethnicity	Number of Employees	Percentage (%)
1.	Borana	1	3
2.	Embu	1	3
3.	Kalenjin	4	12
4.	Kamba	3	9
5.	Kikuyu	7	21
6.	Kisii	3	9
7.	Luhya	5	15
8.	Luo	4	12
9.	Meru	5	15
10	Taita	1	3
	Total	34	100

ii) Age

Table 12: Age Distribution of the Middle Level Staff

No.	Age Range	Number of Employees	Percentage (%)
1.	30 to 34 years	1	3
2.	35 to 39 years	10	29
3.	40 to 44 years	2	6
4.	45 to 49 years	8	24
5.	50 to 54 years	6	18
6.	55 to 60 years	7	21
	Total	34	100

iii) Gender

Table 13: Gender Distribution of the Middle Level Staff

NO.	GENDER	NUMBER OF EMPLOYEES	PERCENTAGE (%)
1.	Male	20	59
2.	Female	14	41
	Total	34	100

iv) Persons with Disability

One female officer in the middle level is a person with disability.

5.0 TOTAL NUMBER OF PERMANENT AND PENSIONABLE STAFF EMPLOYED IN THE LAST THREE RECRUITMENTS AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER AND PERSON WITH DISABILITY

Hon. Chairman, a total of twenty-nine (29) employees were recruited in the last three recruitments as follows:

i) Ethnicity

Table 17: Ethnic Representation of Permanent and Pensionable Staff Employed in the Last Three Recruitments

No.	Ethnicity	Number of Employees	Percentage (%)
1.	Embu	1	3
2.	Kalenjin	6	21
3.	Kamba	4	14
4.	Kikuyu	8	28
5.	Kisii	1	3
6.	Luhya	1	3
7.	Maasai	3	10
8.	Meru	3	10
9.	Teso	1	3
10.	Luo	1	3
	Total	29	100

ii) Age

Table 18: Age Distribution of Permanent and Pensionable Staff Employed in the Last Three Recruitments

No.	Age Range	Number of Employees	Percentage (%)
1.	25 to 29 years	5	17
2.	30 to 34 years	9	31
3.	35 to 39 years	9	31
4.	40 to 44 years	4	14
5.	45 to 49 years	2	7
	Total	29	100

iii) Gender

Table 19: Gender Distribution of Permanent and Pensionable Staff Employed in the Last Three Recruitments

No.	Gender	Number of Employees	Percentage (%)
1.	Male	19	66
2.	Female	10	34
	Total	29	100

iv) Persons with disability

There are no PWDs engaged on casual terms.

7.0 RATIO BETWEEN THE NATIONAL POPULATION AND EMPLOYMENT PROPORTION IN THE INSTITUTION (UNDER REPRESENTATION AND OVER REPRESENTATION) BASED ON 2019 NATIONAL POPULATION AND HOUSING CENSUS

Hon. Chairman, the ratio of national population and employment proportion of Kenya Industrial Estates is shown on the Table 23.

Table 23: Ration between the National Population and Employment Proportion

No.	Ethnic Community	Total Population (2019 census)	% proportionate representation in the national population	Number of Employees in the organization	Percentage (%)
1.	Borana	276,236	0.58	2	1.0
2.	Embu	404,801	0.85	3	1.5
3.	Kalenjin	6,358,113	13.37	42	20.4
4.	Kamba	4,663,910	9.81	23	11.2
5.	Kenyan Somali	2,780,502	5.85	3	1.5
6.	Kikuyu	8,148,668	17.13	29	14.1
7.	Kisii	2,703,235	5.68	24	11.7
8.	Luhya	6,823,842	14.35	21	10.2
9.	Luo	5,066,966	10.65	19	9.2
10.	Maasai	1,189,522	2.5	6	2.9
11.	Meru	1,975,869	4.15	17	8.3
12.	Mijikenda	2,488,691	5.23	5	2.4
13.	Nubi	21,319	0.05	1	0.5
14.	Taita	344,415	0.72	9	4.4
15.	Taveta	26,590	0.06	1	0.5
16.	Teso	417,670	0.88	1	0.5
	Total	43,690,349	91.86	206	100

8.0 STATUS OF COMPLIANCE OF THE INSTITUTION WITH SECTION 7 OF THE NATIONAL COHESION INTEGRATION ACT, 2008 AND ARTICLE 232 (1) (H) AND (I) OF THE CONSTITUTION, INCLUDING THE EFFORTS MADE BY KIE TO ENHANCE COMPLIANCE

The national cohesion integration act, 2008 and article 232 (1) (h) and (i) of the constitution requires that all public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff; and that no public establishment shall have more than one third of its staff from the same ethnic community; affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of both men and women; and persons with disability.

10.0 MEASURES PUT IN PLACE, IF ANY, TO PROMOTE PERSONS LIVING WITH DISABILITIES FRIENDLY WORK ENVIRONMENT

Hon. Chairman, Kenya Industrial Estates recognizes that persons with disability are a distinct group whose needs, capacities and aspirations require special attention. Efforts to integrate people with disability in KIE are in place. These include:

10.1 Accessibility and Mobility

The organization provides a barrier free and disability friendly environment including but not limited to ramps, wheelchairs and reserved parking to enable PWDs access buildings and services at the Head Office and across all the Branches. On access to information, the organization's website is compliant whereby users can access information according to their inclination such as large fonts, line heights, moderate spacing and mode of lighting can be adjusted. Our service charter is also translated into braille and audio for the visually impaired and sign language to support those with hearing impairment. In addition, the institution has a staff who is trained in sign language who supports on need basis.

10.2 Compensation and Taxation

KIE offers compensation, privileges, benefits and allowances accorded to PWDs in accordance with the law. Further, they are exempted from paying tax as provided in the Income Tax Act.

10.3 Duty and Responsibility Allocation

The organization provides appropriate accommodation and considers every disability case individually and assigns appropriate duties and responsibilities with a view to enabling them maximize their full potential. Special consideration is given to individual circumstances prior to effecting any transfers and deployment. The organization provides PWDs with equal training and career progression opportunities.

10.4 Retirement

The organization complies with retirement age of 65 years as provided by the law for persons with disability.

10.5 Policies against Discrimination

The Organization has put in place policies against discrimination on grounds of disability.

c.) Ensure availability of sufficient trained human resource-base to meet the Company's future requirements by identifying those requirements and providing appropriate training and development opportunities for targeted employees.

12.0 INFORMATION REGARDING TOTAL NUMBER OF STAFF TRAINED FOR THE LAST THREE FINANCIAL YEARS IN TERMS OF ETHNICITY, AGE, GENDER AND PERSONS WITH DISABILITY

12.1 Total number of staff trained in the FY 2021/2022

a) Ethnicity

Table 24: Ethnic Representation on the Total Number of Staff Trained in the FY 2021/2022

S/No.	Ethnicity	Number of Employees	Percentage (%)
1.	Borana	2	3
2.	Embu	0	0
3.	Kalenjin	12	18
4.	Kamba	10	1
5.	Kenyan Somali	0	0
6.	Kikuyu	10	15
7.	Kisii	7	11
8.	Luhya	3	5
9.	Luo	11	17
10.	Maasai	1	2
11.	Meru	8	12
12.	Mijikenda	1	2
13.	Nubi	0	0
14.	Taita	0	0
15.	Taveta	0	0
16.	Teso	1	2
	Total	66	100

b) Age

Table 25: Age Distribution on the Total Number of Staff Trained in the FY 2021/2022

No.	Age Range	Number of Employees	Percentage (%)
1.	25 to 29 years	0	0
2.	30 to 34 years	8	12
3.	35 to 39 years	26	39
4.	40 to 44 years	12	18
5.	45 to 49 years	7	11
6.	50 to 54 years	4	6
7.	55 to 60 years	9	14
	Total	66	100

b) Age

Table 28: Age Distribution of the Total Number of Staff Trained in the FY 2022/2023

No.	Age Range	Number of Employees	Percentage (%)
1.	25 to 29 years	0	0
2.	30 to 34 years	3	7
3.	35 to 39 years	13	30
4.	40 to 44 years	5	11
5.	45 to 49 years	10	23
6.	50 to 54 years	6	14
7.	55 to 60 years	7	16
Total		44	100

c) Gender

Table 29: Age Distribution of the Total Number of Staff Trained in the FY 2022/2023

No.	Gender	Number of Employees	Percentage (%)
1.	Male	23	
2.	Female	21	
Total		44	

d) Persons with disability

No persons with disability were trained in the financial year.

12.3 Total number of staff trained in the FY 2023/2024

a) Ethnicity

Table 30: Ethnic Representation on the Total Number of Staff Trained in the FY 2023/2024

S/No.	Ethnicity	Number of Employees	Percentage (%)
1.	Borana	1	1
2.	Embu	2	2
3.	Kalenjin	14	16
4.	Kamba	8	9
5.	Kenyan Somali	2	2
6.	Kikuyu	17	20
7.	Kisii	10	11
8.	Luhya	8	9
9.	Luo	7	8
10.	Maasai	0	0

**KENYA MEDICAL AND
SUPPLIES AUTHORITY
(KEMSA)**



REQUEST FOR INFORMATION ON EQUAL REPRESENTATION BY DIRECTORATE
OF AUDIT, APPROPRIATIONS AND GENERAL-PURPOSE COMMITTEES;
COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY
GUIDELINES ON AN ONGOING ASSESSMENT ON EMPLOYMENT DIVERSITY
IN THE PUBLIC SERVICE.

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Grand Total	562	100.00%
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c. Gender and Age composition of the 562 staff.

Description	GrandTotal
(21-30)	
Female	5
Male	3
	8
(31-40)	
Female	94
Male	146
	240
(41-50)	
Female	90
Male	140
	230
(51- 60)	
Female	23
Male	60
	83
(60 - 65)	
Female	1
Male	
	1
Grand Total	562

NB: The officer in the age bracket of 60 - 65 is Person With Disability whose mandatory retirement age is 65 years.

2. EXTENT TO WHICH YOU HAVE COMPLIED WITH ARTICLE 54(2) OF THE CONSTITUTION ON COMPOSITION OF PERSONS WITH DISABILITIES IN THE ORGANIZATION, INCLUDING THE NATURE OF THE DISABILITY.

Currently we have 12 members of staff who are Persons With Disabilities (PWD's), this represents 2.1% of our total establishment of 562 Staff. The table below extracted from the National Council for Persons Living with Disabilities (NCPWD) report shows the Authority's breakdown for PWD's.

a. Ethnicity

Ethnicity	Senior Management	Mid-Level	Low Level	GrandTotal
Borana		1		1
Embu		4	6	10
Kalenjin		1 4	4 9	63
Kamba	4	1 9	4 6	69
Kikuyu	8	6 0	5 6	124
Kisii	3	1 5	2 3	41
Luhya	5	2 8	5 0	83
Luo	2	3 2	5 4	88
Maasai	1	4	5	10
Meru	2	1 6	1 1	29
Mijikenda		1	2	3
Pokot		2	4	6
Sabaot		6	9	15
Somali	1	9	6	16
Swahili		2		2
Teso	1		1	2
Grand total	27	2 1 3	3 2 2	562

b. Gender and Age

Description	Senior Management	Mid-Level	Low Level	GrandTotal
(21-30)				
FEMALE		1	4	5



Gender & Age	No. of Staff
Female	
30 - 34	1
35 - 39	3
40 - 44	1
	5
Male	
30 - 34	1
35 - 39	2
40 - 44	1
50 - 54	1
	5
Grand Total	10

6. TOTAL NUMBER OF CASUAL, TEMPORARY AND CONTRACTUAL STAFF SERVING CURRENTLY AND THEIR REPRESENTATION IN TERMS OF ETHNICITY, AGE, GENDER, AND PERSONS WITH DISABILITY IN THE COMMISSION;

i. Currently the Authority does not have casuals.

ii. Temporary staff (those on short term contracts of 6 months and below).

The Authority currently has 8 temporary staff assisting the Finance Department with billing of supply chain services rendered to KEMSA's strategic partners.

i. Ethnicity composition of temporary staff

Ethnicity	No. of staff	Percentage
Kalenjin	2	25.00%
Kamba	1	12.50%
Kikuyu	2	25.00%
Luhya	1	12.50%
Luo	2	25.00%
Grand total	8	100.00%

ii. Age & gender representation of temporary staff

Age & gender	Count of Age bracket
20 - 25	
Female	1
Male	2
	3
25 - 30	
Female	1

30 - 39	
FEMALE	64
MALE	86
	150
40 - 49	
FEMALE	30
MALE	60
	90
50 - 59	
FEMALE	4
MALE	25
	29
60 - 64	
FEMALE	1
	1
Grand Total	278

7. RATIO BETWEEN THE NATIONAL POPULATION AND EMPLOYMENT PROPORTION IN THE INSTITUTION (UNDER RE-REPRESENTATION AND OVER RE-REPRESENTATION) - BASED ON 2019 NATIONAL POPULATION AND HOUSING CENSUS.

Ethnicity	Number of Staff	% representation	2019 Census	Ratio
Borana	1	0.18%	0.58%	0.31
Embu	10	1.78%	0.85%	2.10
Kalenjin	63	11.21%	13.37%	0.84
Kamba	69	12.28%	9.81%	1.25
Kikuyu	124	22.42%	17.13%	1.31
Kisii	41	6.94%	5.68%	1.23
Luhya	83	14.23%	14.35%	0.98
Luo	88	15.66%	10.65%	1.63
Maasai	10	1.60%	2.50%	0.80
Meru	29	5.52%	4.15%	1.19
Mijikenda	3	0.71%	5.23%	0.14
Pokot	6	1.07%	1.64%	0.65
Saboot	15	2.67%	0.62%	4.31
Somali	16	3.02%	5.85%	0.55
Swahili	2	0.36%	0.12%	1.12



In response, the Authority is actively engaged in enhancing the efficiency of its Human Resource instruments as part of ongoing measures to bolster efforts towards enhancing diversity among its employees.

10. MEASURES PUT IN PLACE, IF ANY, TO PROMOTE PERSONS LIVING WITH DISABILITIES FRIENDLY WORK ENVIRONMENT;

- a) KEMSA has prioritized accessibility for Persons with Disabilities (PWD) by implementing ramps, lifts, and essential utilities.
- b) KEMSA's subsequent recruitments will prioritize Persons With Disability (PWD).
- c) The Authority's warehousing operations are undergoing modernization and mechanization, expected to conclude in the coming months. This upgrade will facilitate the employment of more individuals with disabilities, even in warehouse settings. Consequently, we will focus on enhancing employment opportunities for persons living with disabilities and those from minority groups in our upcoming recruitment efforts.

11. INSTITUTIONAL POLICY ON STAFF TRAINING AND DEVELOPMENT;

See attached *Annex: i(a)* on Policy on learning, training, and Development.

12. INFORMATION REGARDING TOTAL NUMBER OF STAFF TRAINED FOR THE LAST THREE FINANCIAL YEARS IN TERMS OF ETHNICITY, AGE, GENDER, AND PERSONS WITH DISABILITY;

(see annex i (a))

13. INSTITUTIONAL POLICY ON RECRUITMENT

(See Annex i (b) for the KEMSA Institutional policy on recruitment.)

14. INFORMATION REGARDING STAFF PROMOTION IN THE PAST FIVE YEARS IN TERMS OF ETHNICITY, GENDER, AGE, AND PERSONS WITH DISABILITIES.

In the past five years, the Authority has promoted 262 staff members cutting across all age categories. 68 were female with 194 being male. Eight staff living with disabilities were promoted in that period.

The ethnicity of the staff promoted is as follows:

Ethnicity	Number of staff	% representation
Embu	2	0.8%
Embu	4	1.5%
Kalenjin	30	11.5%
Kamba	43	16.4%
Kikuyu	29	11.1%
Kisii	20	7.6%



KEMSA is compliant with section 157 (12) that makes it a requirement for procuring entities to submit reports of tenders awarded to this group to the Public Procurement Regulatory Authority. (See attached Annexes: (ii - xiii) for FY 2016/2017 to 2021/2022 submitted to PPRA.)

Effective July 2022 the Public procurement Regulatory Authority directed all procuring entities vide circular 04/2022 (See annex ii attached) to report online via portal <http://tenders.go.ke>. Reports for the financial years 2022/2023 and 2023/2024 were submitted online.

d) CHALLENGES FACED IN ENFORCING IMPLEMENTATION OF THE THIRTY PERCENT (30%) RESERVATION OF PUBLIC PROCUREMENT FOR THE DISADVANTAGED GROUPS ,INCLUDING:

Challenges Faced in Enforcing Implementation of the Thirty Percent (30%) Reservation of Public Procurement for Disadvantaged Groups:

1. Procurement of Specialized Health Products and Technologies (HPT's) :

The procurement of specialized HPT's necessitates adherence to technical specifications. Nevertheless, KEMSA faces a considerable challenge in locating AGPO suppliers possessing the requisite expertise and capabilities to fulfill these specifications.

2. High Capital Requirements for Procurements:

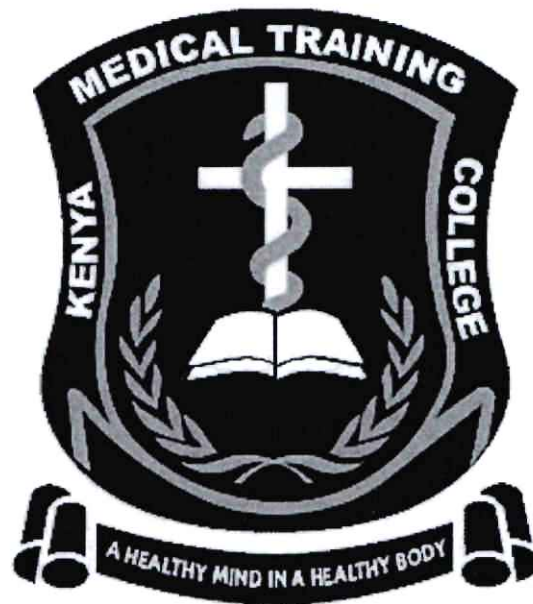
The procurement of HPT's often involves substantial capital investments. Disadvantaged groups, frequently face financial constraints that limit their ability to finance such procurements. As a result, AGPOs may struggle to compete for procurement contracts, leading to challenges in meeting the mandated 30% reservation quota for disadvantaged groups.

3. Delayed Delivery by AGPO :

Inadequate capacity and resources within AGPOs contribute to delays in the delivery of procured commodities. These delays not only impact KEMSA's operations but also result in the cancellation of purchase orders, reducing the overall Order Fill Rate and compromising service delivery to end-users.

Addressing these challenges is essential for KEMSA to effectively enforce the implementation of the 30% reservation for disadvantaged groups mandated by the Access to Government Procurement Opportunities (AGPO) policy.





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KENYA MEDICAL TRAINING COLLEGE

**REPORT OF THE COMMITTEE ON NATIONAL
COHESION AND EQUAL OPPORTUNITY OF THE
NATIONAL ASSEMBLY**

**KENYA MEDICAL AND
TRAINING COLLEGE
(KMTTC)**

Introduction

The Kenya Medical Training College is a State Corporation established under Section 3 of the KMTC Act (Cap 261 of the Laws of Kenya), and falls under the Ministry of Health. Founded in 1927, The College is entrusted with the role of training various disciplines in the health sector, conducting research and consultancy. The College has 81 Campuses strategically located in 44 of the 47 counties in the country, offering 95 medical courses within its 18 departments and seven faculties. Its graduates contribute to 85% of the healthcare workforce in Kenya.

The Vision, Mission, and Core Values of KMTC

Vision

A globally competitive institution for training human resources for health.

Mission

To produce fit-for-purpose middle-level health professionals through transformative training, research, and consultancy.

Core Values

- a) Accountability
- b) Integrity
- c) Responsiveness
- d) Equity
- e) Teamwork
- f) Professionalism
- g) Creativity and innovation

KMTC Mandate

The mandate of KMTC as stipulated in the Act Cap 261 of the Laws of Kenya is:

- a) To provide facilities for College education for national health manpower requirements;
- b) To play an important role in the development and expansion of opportunities for Kenyans wishing to continue with their education;
- c) To provide consultancy services in health-related areas;

- d) To develop health trainers who can effectively teach, conduct operational research, develop relevant and usable health learning materials;
- e) To conduct examinations for and grant diplomas, certificates, and other awards of the College.
- f) To determine who may teach and what may be taught and how it may be taught in the College, and;
- g) To examine and make proposals for establishment of constituent training centers and faculties.

1. Current employment composition in terms of Ethnicity, age, and gender

a) Current employment composition in terms of ethnicity

Ethnicity	Total	Percentage (%)
1. Kalenjin	409	19.7
2. Kikuyu	366	17.6
3. Luo	298	14.4
4. Kamba	250	12.0
5. Luhya	211	10.2
6. Kisii	190	9.2
7. Meru	87	4.2
8. Miji Kenda	56	2.7
9. Embu	31	1.5
10. Taita	27	1.3
11. Turkana	18	0.9
12. Swahili-Shirazi	17	0.8
13. Teso	15	0.7
14. Masai	13	0.6
15. Mbeere	11	0.5
16. Somoli-So-State	11	0.5
17. Other Kenyan	12	0.5
18. Boran	10	0.5
19. Kenyan Asian	10	0.5

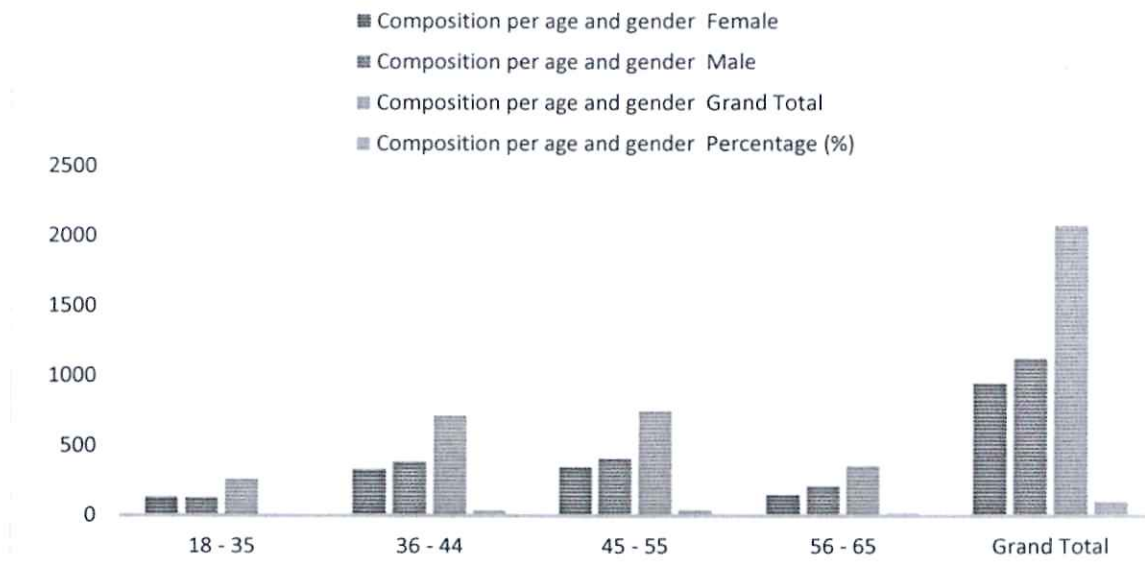
20. Pokot	8	0.4
21. Kuria	5	0.2
22. Tharaka	4	0.2
23. Pokomo	4	0.2
24. Basuba	4	0.2
25. Gabra	2	0.1
26. Rendille	2	0.1
27. Bajun	1	0.0
28. Taveta	1	0.0
29. Samburu	1	0.0
30. Gosha	1	0.0
Grand Total	2075	100.0

b) Composition per age and gender

Age	Female	Male	Grand Total	Percentage (%)
18 – 35	130	127	257	12.4
36 – 44	330	385	715	34.5
45 – 55	344	404	748	36.0
56 – 65	145	210	355	17.1
Grand Total	949	1126	2075	100.0

Q

COMPOSITION PER AGE AND GENDER



2. Compliance with Article 54(2) of the constitution on the Composition of Persons with Disability including nature of Disability

The percentage of PWDs in relation to the KMTC Staffing is at 2% as shown below:

Composition of Persons with Disability					Percentage (%)
Disability	Work Station	Female	Male	Total	
Hearing	Thika		1	1	0.0
Mental	Voi		1	1	0.0
Physical	Embu	1		1	0.0
Physical	Kapenguria	1		1	0.0
Physical	Kisumu	2		2	0.1
Physical	Kisumu		2	2	0.1
Physical	Nakuru	1		1	0.0
Physical	Nakuru		3	3	0.1
Physical	Rachuonyo	1		1	0.0

Physical	Eldoret		1	1	0.0
Physical	Homabay		1	1	0.0
Physical	HQs		1	1	0.0
Physical	Kakamega		2	2	0.1
Physical	Karen		1	1	0.0
Physical	Kilifi		1	1	0.0
Physical	Kitui		1	1	0.0
Physical	Kitui		1	1	0.0
Physical	Lodwar		1	1	0.0
Physical	Machakos		2	2	0.1
Physical	Manza		1	1	0.0
Physical	Mathare		1	1	0.0
Physical	Muranga		1	1	0.0
Physical	Mwingi		1	1	0.0
Physical	Nairobi	2		2	0.1
Physical	Nairobi		6	6	0.3
Physical	Thika		1	1	0.0
Visual	Kapkatet		1	1	0.0
Visual	Migori		1	1	0.0
Visual	Nakuru		1	1	0.0
Grand Total		8	33	41	2.0

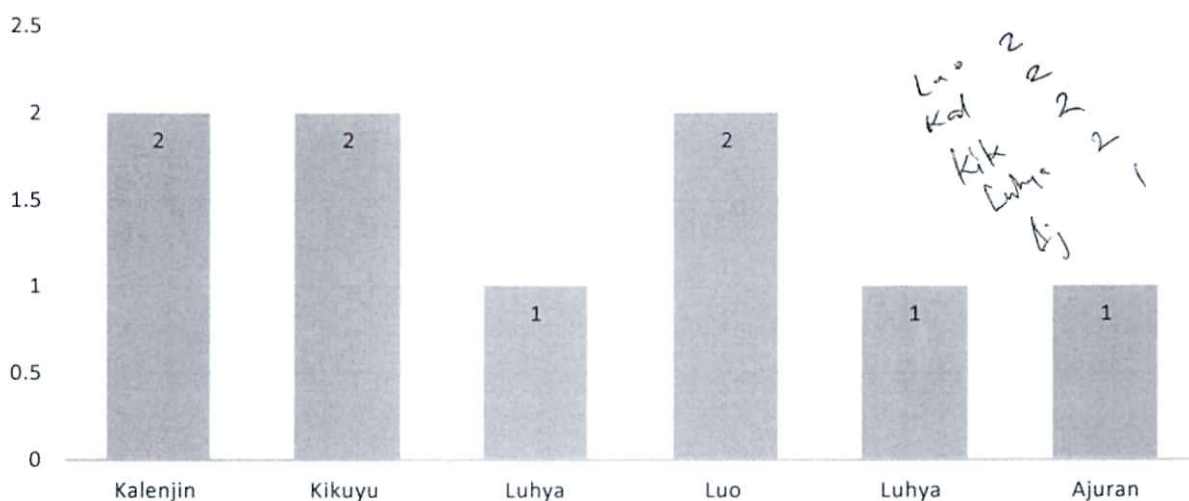
3. Composition of governing body per age, gender, ethnicity and Persons with Disability

The KMTC governing body is as shown below:

	Names	Age (years)	Gender	Ethnicity	Disability
1.	Mr. Joseah K. Cheruiyot	58	Male	Kalenjin	None
2.	Mr. Paul Kaino Cheboi	56	Male	Kalenjin	None
3.	Ms. Eunice W. Karanja	58	Female	Kikuyu	None

4.	Ms. Hardlyne Lusui	44	Female	Luhya	None	3
5.	Eng. Joseph Ouma Atonga	66	Male	Luo	None	4
6.	Mr. Benson Giuthua, OGW	54	Male	Kikuyu	None	2
7.	Dr. Martin Sirengo	52	Male	Luhya	None	3
8.	Mr. Adan Gedow Harakhe	57	Male	Ajuran	None	1
9.	Dr. Kelly Olouch	41	Male	Luo	None	

Distribution of Governing Body per Ethnicity



4. Composition of employees in Senior Management level, Middle Level, and lower cadres in terms of ethnicity, age, gender, and Persons with disabilities

a) Organizational and Divisional Heads are distributed as follows:

DESIGNATION	ETHNICITY	DISABILITY	GENDER
Chief Executive Officer	Luo	NONE	Male
Deputy Director Academics	Kikuyu	NONE	Female
Deputy Director Finance, Planning and Administration	Kalenjin	NONE	Female
Finance Manager	Kisii	NONE	Male
Supply Chain Services Manager	Meru	NONE	Male
Ag. Registrar	Luhya	NONE	Male

9	Kalenjin	NONE	132	159	291
		Physical/Mobility	1	1	2
10	Kamba	NONE	73	85	158
		Physical/Mobility			0
11	Kikuyu	NONE	133	100	233
12	Kisii	NONE	64	76	140
		Physical/Mobility		2	2
13	Kuria	NONE	1	4	5
14	Luhya	NONE	51	71	122
15	Luo	NONE	82	122	204
		Physical/Mobility	4	2	6
16	Maasai	NONE	3	7	10
17	Mbeere	NONE	4	2	6
18	Meru	NONE	26	22	48
19	Mijikenda	NONE	13	27	40
20	Other Kenyan	NONE	5	2	7
21	Pokomo	NONE	1	2	3
22	Pokot	NONE	3	2	5
23	Rendile	NONE	1	1	2
24	Somali-so-state	NONE	1	8	9
25	Swahili-shirazi	NONE	7	9	16
26	Taita	NONE	12	8	20
27	Teso	NONE	4	6	10
28	Tharaka	NONE		3	3
29	Turkana	NONE	1	14	15
Grand Total			951	1124	2075

5. Total number of permanent and pensionable staff employed in the last three recruitments and their representation in terms of ethnicity, age, gender and PWDs

- a) Total number of permanent and pensionable staff employed in the last three recruitments in terms of ethnicity, gender and PWDs

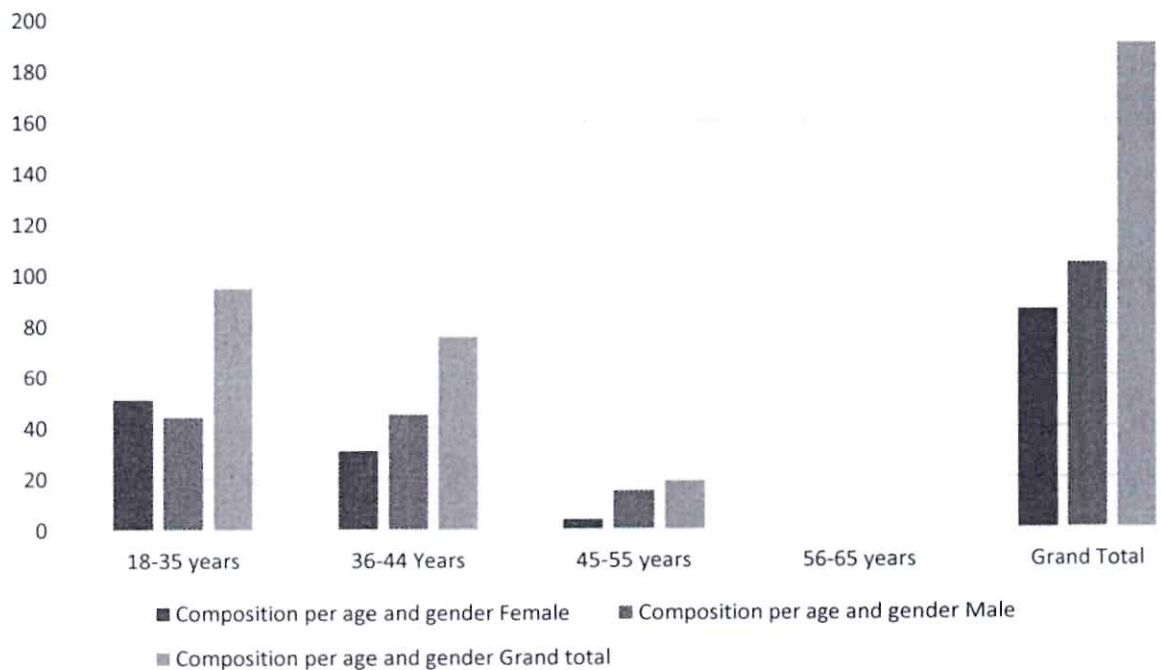
Ethnicity	Disability	Female	Male	Grand Total	Percentage (%)
Bajun	None	1		1	0.5
Basuba	None		3	3	1.6
Boran	None		3	3	1.6
Embu		2		2	1.1
Kalenjin	None	24	22	46	24.2
Kamba	None	5	6	11	5.8
Kamba	Physical ✓		1	1	0.5
Kenyan Asian		2	4	6	3.2
Kikuyu		19	13	32	16.8
Kisii		7	9	16	8.4
Kuria		1	1	2	1.1
Luhya		8	9	17	8.9
Luo		2	15	17	8.9
Luo	Physical ✓		1	1	0.5
Meru		4	5	9	4.7
Miji Kenda		2		2	1.1
Other Kenyan		1	2	3	1.6
Pokomo			1	1	0.5
Pokot		1	2	3	1.6
Samburu		1		1	0.5
Somoli-So-State			4	4	2.1
Swahili-Shirazi		1		1	0.5
Taita		2	1	3	1.6

Teso		2		2	1.1
Tharaka			1	1	0.5
Turkana			2	2	1.1
Grand Total		85	105	190	100

b) Composition of recruitment in terms of age and gender

Age	Female	Male	Grand total
18 - 35 years	51	44	95
36 - 44 Years	31	45	76
45 - 55 years	4	15	19
56 - 65 years	0	0	0
Grand Total	86	104	190

Composition of employment per age and gender



6. Composition of Total number of casual, temporary and contractual staff serving currently and their representation in terms of ethnicity, age, gender and persons with disability

Following PSC Regulations 2020, the College took a step in phasing out casuals and hence there are not casual workers in the current establishment.

There are no temporary employees in the College

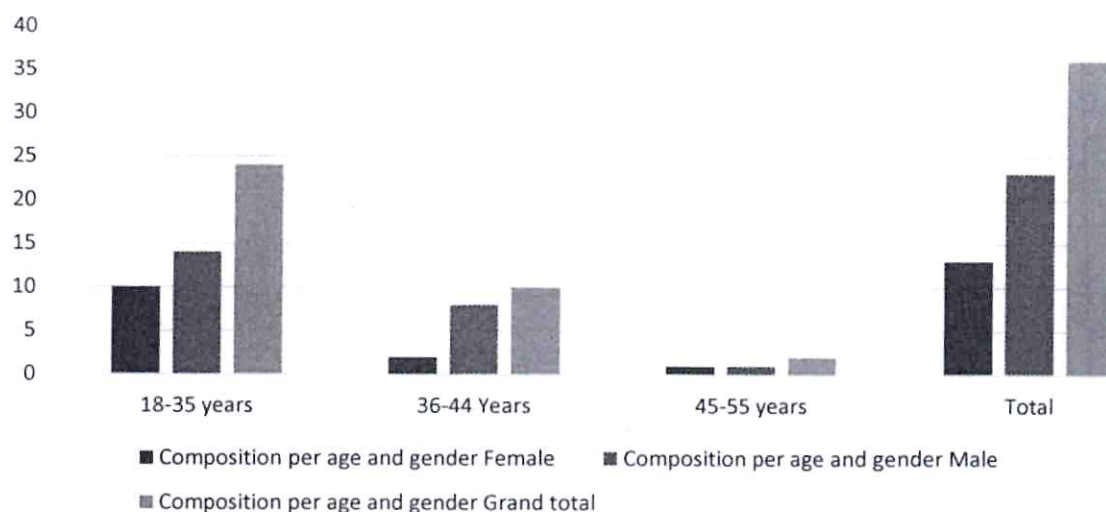
a) **Contractual employees are thirty-six (36) and are distributed as follows:**

	Ethnicity	Disability	Female	Male	Total	Percentage %
1	Kalenjin	None	3	1	4	11.1
2	Kamba	None	4	1	5	13.9
3	Kikuyu	None	2	0	2	5.6
4	Kisii	None	2	2	4	11.1
5	Miji Kenda	None	1	2	3	8.3
6	Pokomo	None	1		1	2.8
7	Luhya	None		7	7	19.4
8	Luo	None		7	7	19.4
9	Luo	Visual		1	1	2.8
10	Meru	None		1	1	2.8
11	Tharaka	None		1	1	2.8
	Total		13	23	36	100.0

b) **Composition per age and gender**

Age	Female	Male	Grand total
18 - 35 years	10	14	24
36 - 44 Years	2	8	10
45 - 55 years	1	1	2
Grand Total	13	23	36

Contractual per gender and ethnicity



7. The ratio between the national population and employment proportion in the institution (underrepresentation and overrepresentation) – based on 2019 National Population and Housing Census

Ethnicity	Number of Employees	Percentage (%)	2019 National Population Percentage (%)
Kalenjin	409	19.7	13.4
Kikuyu	366	17.6	17.1
Luo	298	14.4	10.7
Kamba	250	12.0	9.8
Luhya	211	10.2	14.3
Kisii	190	9.2	5.7
Meru	87	4.2	4.2
Mijikenda	56	2.7	5.2
Maasai	13	0.6	2.5
Turkana	18	0.9	2.1
Kenyan Somali (Somali-so-State)	11	0.5	5.8
Non-Kenyan	0	0.0	1
Others	166	8.0	12.4
Grand Total	2075	100	100

19.7
13.4

6.3

8. Status of compliance of the institution with section 7 of the National Cohesion Integration Act, 2008, and Article 232 (1) (h) and (i) of the Constitution, including the efforts made by the Commission to enhance compliance;

a. Section 7 of the NCI Act is on discrimination in employment and that all public states that;

- All public establishments shall seek diversity in employment without any discrimination. This will include matters to do with recruitment, promotion, training, transfer, or any other benefits accorded to staff.
- That an employer or his representative at an establishment shall refrain from harassment of an employee and shall adhere to guidelines on termination from service

b. Article 232 (1) (h) and (i) The values and principles of public service include--
 (h) representation of Kenya's diverse communities; and (i) affording adequate and equal opportunities for appointment, training, and advancement, at all levels of the public service, of--

- (i) men and women;
- (ii) the members of all ethnic groups; and
- (iii) persons with disabilities.

The level of diversity compliance by KMTC is as follows:

Description	Compliance Status
Ethnicity	No community has more than 1/3 of the total population as illustrated in No.1 above
Gender Distribution (Men/Women)	Compliant as demonstrated in No. 1 Above
Persons with Disabilities	This is represented at 1.8% of the total staff. The College is making efforts towards achieving the recommended 5% by putting up measures as illustrated below
Discrimination	All employment opportunities are advertised competitively and conducted in an open and fair process based on the minimum requirement. During the advertisement, Youth, women, and People with disabilities are encouraged to apply. All terminations from services are guided by established policies, guidelines and circulars from the government.

9. Challenges the College has faced in its bid to enhance the diversity of employees and the mitigation measures to curb the challenges;

a. Challenges

- i. Lack of enough funding to recruit from marginalized areas following the freezing of employment from public service;
- ii. Lack of requisite qualifications during recruitment;
- iii. Lack of students with hearing disabilities who are interested in taking up the certificate in nutrition courses established at the Molo campus.

b. Mitigation

- i. The College has created an office for resource mobilization to source for funding;
- ii. The College in a bid to mainstream PWDs, it liaises with NCPWD during advertisement of any job openings to post them in the Fuzu.com to enhance access with PWDs;
- iii. The College has established a disability mainstreaming desk and committee that ensures the welfare of PWDs is taken care of.
- iv. In the year 2019/2020 the College conducted accessibility audit to establish areas that require improvement and compliance to enable free movement of PWDs
- v. KMTCC Molo campus offers certificate in Nutrition for the deaf for students.
- vi. Courses such as speech and language therapy have been introduced to ensure citizens with such challenges are taken care of
- vii. Policy on Gender mainstreaming, Gender Based Violence and PWDs have been developed to ensure fairness and inclusion in the College activities
- viii. In the construction of new buildings in the College, features such as ramps are embedded as a key requirement to facilitate free movement by PWDs

10. Measures put in place, if any, to promote Persons Living with Disabilities friendly work environment;

- a) The College has trained 4 staff on sign language and has sponsored three (3) additional staff for training in 2024
- b) The College has Institutionalised affirmative action programmes to ensure that PWDs are mainstreamed.
- c) PWDs are considered during trainings
- d) Provision of ramps, lifts, toilets and reserved parking for PWDs
- e) Service charter has been translated to Braille and sign language
- f) Provision of friendly furniture e.g Orthopaedic chair
- g) The College in liaison with the NCPWD advertises job openings to Fuzu.com to enhance access by PWDs.

11. Institutional policy on staff training and Development (Annex 1)

The policy is embedded in the HR Policy and Procedure Manual Section 9 Under Staff Training and Development and it states that: -

- a) The College recognizes the need for training and development of all employees. It shall therefore offer training opportunities to all its employees in order to improve their work performance and personal development.
- b) The policy on training is to ensure continuous upgrading of core competencies, knowledge, skills and attitudes of employees including their ability to assimilate technology to enable them to create and seize opportunities for career growth, social advancement, economic growth, and development.

12. Information regarding the total number of staff trained for the last three financial years in terms of ethnicity, age, gender, and persons with disability;

- a) Staff trained for the last three financial years in terms of ethnicity and gender

Ethnicity	Female	Male	Grand Total
Aembu	1		1
Akamba		1	1
Bajun	1		1
Basuba		9	9
Boran	1	8	9
Boran	1	10	11
Burji		3	3
Dorobo		1	1
Embu	20	13	33
Gabra	5		5
Gosha	1		1
Gureehi		4	4
Kalenjin	244	316	560
Kamba	191	198	389
Kamba	3		3
Kenya Arab		3	3
Kenyan Asian	1	3	4
Kenyan European	1		1
Kenyan Somali	11	9	20
Kikuyu	313	217	530

Kisii	155	155	310
Kuria	1	6	7
Luhya	110	193	303
Luo	204	313	517
Maasai	7	9	16
Masai	1	6	7
Mbeere	5	7	12
Meru	65	34	99
Miji Kenda	14	20	34
Mijikenda	27	50	77
Mijikenda	1		1
Other Kenyan	5	4	9
Pokomo	1	3	4
Pokot	4	6	10
Rendile		1	1
Rendille	1		1
Somoli-so-state		6	6
Swahili-shirazi	10	6	16
Taita	25	22	47
Teso	4	16	20
Tharaka		5	5
Turkana	7	17	24
Grand Total	1441	1674	3115

b) Composition in terms of ethnicity and disability

ETHNICITY	Disability (type)	NONE	Grand Total
Aembu		1	1
Akamba		1	1
Bajun		1	1
Basuba		9	9
Boran		9	9
Boran		11	11
Burji		3	3
Dorobo		1	1
Embu		33	33

Gabra		5	5
Gosha		1	1
Gureehi		4	4
Kalenjin	NONE	550	560
	Physical/Mobility	10	
Kamba	NONE	378	389
	Physical/Mobility	11	
Kamba		3	3
Kenya Arab		3	3
Kenyan Asian		4	4
Kenyan European		1	1
Kenyan Somali		20	20
Kikuyu	NONE	524	530
	Physical/Mobility	3	
	Visual	3	
Kisii	NONE	305	310
	Physical/Mobility	3	
	Hearing	2	
Kuria		7	7
Luhya		303	303
Luo	NONE	507	517
	Physical/Mobility	10	
Maasai		16	16
Masai		7	7
Mbeere		12	12
Meru	NONE	97	99
	Physical/Mobility	2	
Miji Kenda		34	34
Mijikenda		77	77
Mijikenda		1	1

Other Kenyan		9	9
Pokomo		4	4
Pokot		10	10
Rendile		1	1
Rendille		1	1
Somoli-so-state		6	6
Swahili-shirazi		16	16
Taita		47	47
Teso	NONE	18	20
	Physical/Mobility	2	
Tharaka		5	5
Turkana		24	24
Grand Total		3115	3115

Note: Hearing disability is two (2) and Physical / Mobility is forty-one (41) and visual is three (3)

c) Composition in terms of age and gender

AGE	Female	Male	Grand Total
20-29	25	27	52
30-39	352	395	747
40-49	570	625	1195
50-59	339	443	782
60-65	155	184	339
Grand Total	1441	1674	3115



13. Institutional policy on recruitment (Annex 2).

The Policy is embedded in the Human Resource Policy and Procedure Manual Section 2.15.

14. Information regarding staff promotion in the past five years in terms of ethnicity, gender, age, and persons with disabilities.

Composition per ethnicity, gender and disability

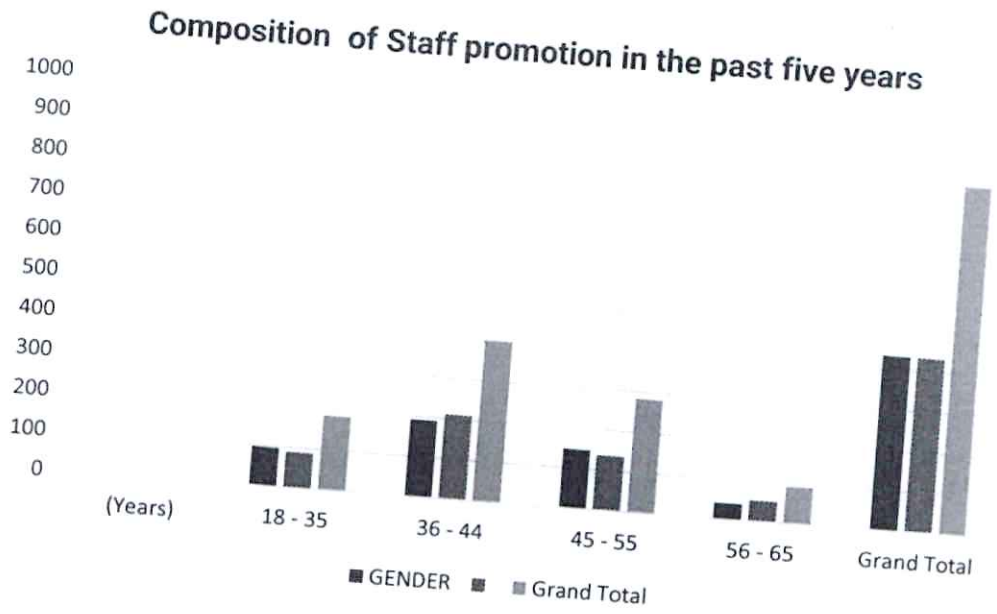
ETHNICITY	DISABILITY	GENDER		Grand Total
		Female	Male	
Bajun	NONE	1		1
Embu	NONE	10	2	12
Kamba	NONE	69	44	113
	Physical/Mobility		1	1
Kikuyu	NONE	107	81	188
	Physical/Mobility		1	1
Mbeere	NONE	2	2	4
Meru	NONE	23	27	50
Tharaka	NONE		1	1
Kisii	NONE	51	49	100
	Physical/Mobility		1	1
Pokot	NONE	1	3	4

Kuria	NONE	1	3	4
Luhya	NONE	38	41	79
Mijikenda	NONE	11	9	20
Pokomo	NONE		3	3
Swahili-shirazi	NONE	2	4	6
Taita	NONE	5	5	10
Basuba	NONE		4	4
Luo	NONE	49	80	129
	Physical/Mobility	1	1	2
Kalenjin	NONE	85	95	180
	Physical/Mobility		3	3
Teso	NONE	4	2	6
	Physical/Mobility		1	1
Maasai	NONE	3	3	6
Turkana	NONE	2	6	8
Boran	NONE		3	3
Gabra	NONE	2		2
Rendile	NONE	1		1
Somali-So-State	NONE	1	4	5
Other Kenyan	NONE	3	2	5
Kenyan Asian	NONE	3	4	7
Grand Total		475	485	960

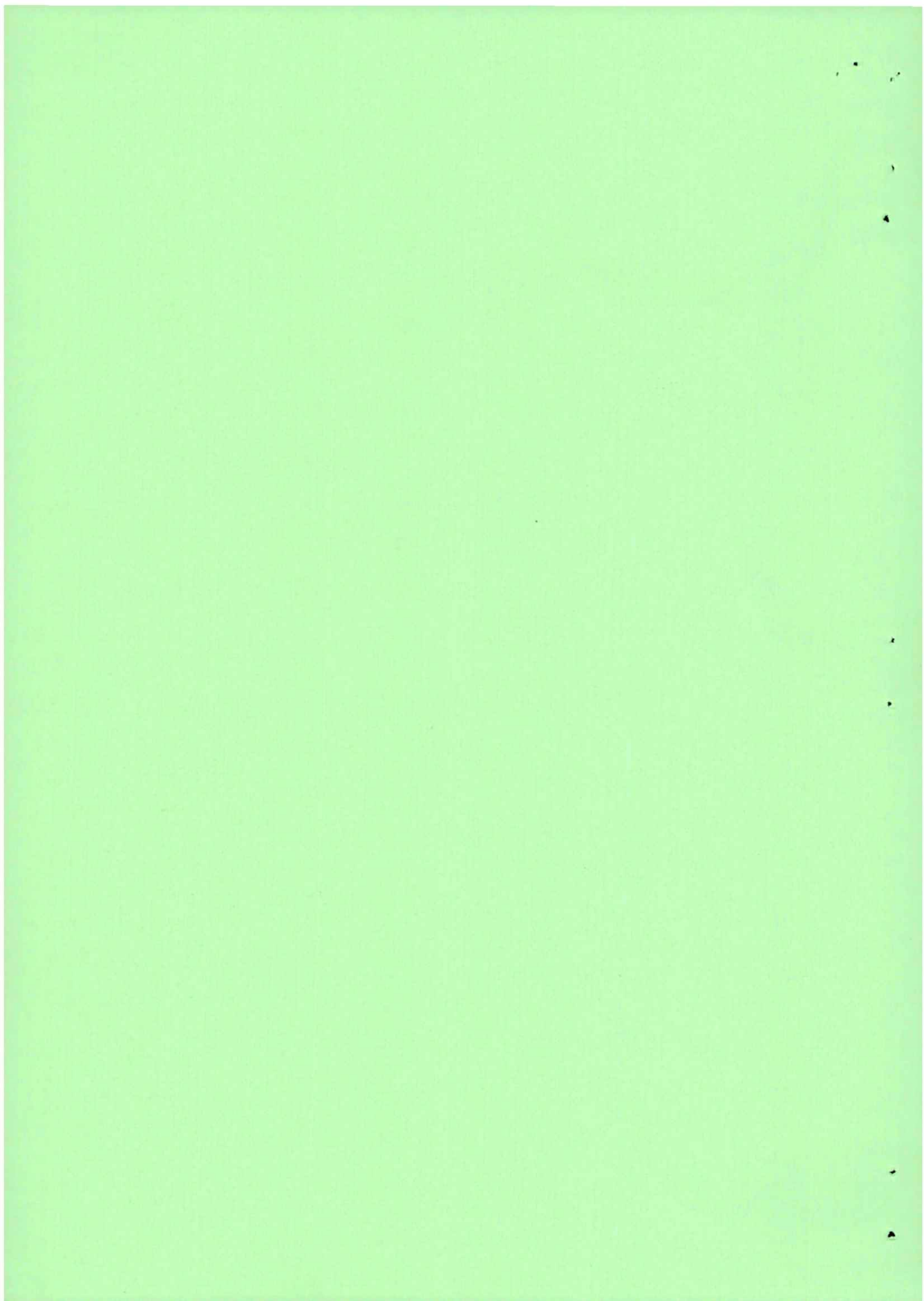
(b) Composition per age

AGE (Years)	GENDER		Grand Total
	Female	Male	
18 - 35	96	88	184
36 - 44	192	209	401
45 - 55	147	136	283
56 - 65	40	51	91
Grand Total	435	433	868

(c) Graphical Analysis of Staff promotion in the past five years in terms of gender and age



ADOPTION SCHEDULE








COMMITTEE ON NATIONAL COHESION AND EQUAL OPPORTUNITY

ADOPTION SCHEDULE

Date 8/04/2025 Venue ROOM 20, 3RD FLOOR, BUNGLE TOWER

Adoption of the ~~Fourth~~ ^{Third} Report on Employment Diversity Audit in Public Institutions

No.	NAME	SIGNATURE
1.	The Hon. Yussuf Adan Haji, CBS, MP - Chairperson	
2.	The Hon. Charles Ong'ondo Were, MP. – Vice Chairperson	
3.	The Hon. Yusuf Hassan Abdi, MP.	
4.	The Hon. Liza Chelule Chepkorir, MP.	
5.	The Hon. Antony Njoroge Wainaina, MP.	
6.	The Hon. Charles Kamuren, MP.	
7.	The Hon. Edward Kaunya Oku, MP.	
8.	The Hon. Jackson Lekumontare Lentoijoni, MP.	
9.	The Hon. Joseph Samal Lomwa MP.	
10.	The Hon. Joshua Oron Odongo, MP.	
11.	The Hon. Martin Peters Owino , MP.	
12.	The Hon. Eng. Paul Nzengu, MP.	
13.	The Hon. Rahab Wachira Mukami, MP.	
14.	The Hon. Agnes Pareyio Mantaine, MP.	
15.	The Hon. Dick Maungu Oyugi, MP.	
16.	The Hon. Duncan Maina Mathenge, MP.	

No.	NAME	SIGNATURE
17.	The Hon. Jane Njeri Maina, MP.	
18.	The Hon. Fredrick Lusuli Ikana, MP.	
19.	The Hon. Muthoni Marubu, MP.	
20.	The Hon. (Dr.) Joseph Iraya Wainaina OGW, MP.	
21.	The Hon. Joseph Hamisi Denar, MP.	

MINUTES

**MINUTES OF THE 4TH SITTING OF THE COMMITTEE ON NATIONAL COHESION
AND EQUAL OPPORTUNITY HELD ON TUESDAY, 9TH APRIL 2025, IN COMMITTEE
ROOM 20, THIRD FLOOR, BUNGE TOWER AT 10:30 AM**

PRESENT

1. The Hon. Yussuf Adan Haji, CBS, M.P. - **Chairperson**
2. The Hon. Charles Ong'ondo Were, M.P. - **Vice Chairperson**
3. The Hon. Yusuf Abdi Hassan, M.P.
4. The Hon. Rahab Wachira Mukami, MP.
5. The Hon. Joshua Oron Odongo, MP.
6. The Hon. Muthoni Marubu, M.P.
7. The Hon. Martin Peters Owino MPH, M.P.
8. The Hon. Edward Kaunya Oku, M.P.
9. The Hon. Jackson Lekumontare Lentoijoni, MP.
10. The Hon. (Dr) Joseph Iraya Wainaina OGW, M.P.

APOLOGIES

1. The Hon. Liza Chelule Chepkorir, M.P.
2. The Hon. Eng. Paul Nzengu, M.P.
3. The Hon. Joseph Lomwa Samal, MP
4. The Hon. Joseph Hamisi Denar, M.P.
5. The Hon. Dick Maungu Oyugi, MP.
6. The Hon. Antony Njoroge Wainaina, MP.
7. The Hon. Charles Kamuren, M.P
8. The Hon. Agnes Pareyio Mantaine, M.P.
9. The Hon. Fredrick Lusuli Ikana, M.P.
10. The Hon. Duncan Maina Mathenge, M.P.
11. The Hon. Jane Njeri Maina, MP.

IN-ATTENDANCE

SECRETARIAT

1. Ms. Naserian Lotuai - Clerk Assistant I
2. Ms. Kathleen Nanzala - Clerk Assistant III
3. Ms. Joanne Naneu - Research Officer III
4. Ms. Audrey Andala - Legal Counsel II
5. Mr. John Ng'ang'a - Audio Officer
6. Mr. Alex Amwata - Hansard Reporter
7. Mr. Peter Atsiaya - Media Relations Officer
8. Ms. Lilian Aluga - Public Communications Officer
9. Mr. Luka Mutua - Senior serjeant-at-arms

NATIONAL COHESION AND INTEGRATION COMMISSION

1. Dr. Daniel Giti - Chief Executive Officer
2. Mr. Harrison Kariuki - Director, Corporate Services
3. Ms. Millicent Okatch - Director, Research and Knowledge Management
4. Mr. Liban Guyo - Head Peacebuilding and Reconciliation
5. Mr. Kyalo Mwenji - Deputy Director, Legal
6. Ms. Richard Nderitu - Principal Planning Officer
7. Ms. Caroline Gateru - Deputy Director HR and Administration
8. Mr. John David Odhiambo - Deputy Director Supply Chain Management
9. Mr. Jackson Mwikamba - Principal Legal Officer

MIN.NO. /NCEO/2025/014: PRELIMINARIES

The Chairperson called the meeting to order at 10.45 a.m. and the prayers were said by the Hon. (Dr) Joseph Iraya, OGW.

MIN.NO. /NCEO/2025/015: ADOPTION OF THE AGENDA

The agenda for the meeting was adopted, having been proposed by the Hon. Charles Were M.P. and seconded by the Hon. (Dr) Joseph Iraya, M.P.

MIN.NO. /NCEO/2025/016: CONFIRMATION OF MINUTES

The minutes of the previous sittings were confirmed as a true record of the proceedings as follows:

1. Minutes of the 2nd sitting were confirmed as a true record of the proceedings after being proposed and seconded by Hon. Joshua Oron, MP. and Hon. Charles Were, MP. respectively; and
2. Minutes of the 3rd sitting were confirmed as a true record of the proceedings after being proposed and seconded by Hon. Charles Were, MP. and Hon. Joshua Oron, MP. respectively.

**MIN.NO. /NCEO/2025/017: ADOPTION OF THE THIRD REPORT ON
EMPLOYMENT DIVERSITY**

The Third Report on Employment Diversity Audit in Public Institutions was adopted having been proposed and seconded by Hon. Joshua Oron, MP. and Hon. (Dr) Joseph Iraya Wainaina respectively.

**MIN.NO. /NCEO/2025/018: MEETING WITH THE NATIONAL COHESION AND
INTEGRATION COMMISSION ON PEACE
PROGRAMMES AND INITIATIVES OF THE
COMMISSION**

The Chief Executive Officer invited Mr. Guyo to brief the Committee on the Commission's peace programmes and initiatives.

Mr. Guyo highlighted the Commission's ongoing and upcoming interventions aimed at promoting peace and reducing conflicts. The key interventions included:

- a) **Youth Empowerment through Dialogue** - The Commission is implementing the Transgenerational Conversations Framework, which focuses on addressing the root causes of youth dissatisfaction. This initiative seeks to build understanding across generations and foster inclusive national dialogue.
- b) **Public Sensitization on Political and Ethnic Tensions** - NCIC is set to roll out multi-platform sensitization campaigns targeting the de-escalation of political polarization and ethnic intolerance. Strategies include digital engagement, town hall meetings, and local barazas.
- c) **Conflict Mapping and Early Warning**- The Commission is actively engaged in mapping conflict-prone hotspots and integrating this data into its early warning and response systems for timely interventions.
- d) **Collaboration with Security Sector** - In coordination with law enforcement, NCIC is working to counter the activities of criminal gangs and organized groups, particularly in volatile regions.
- e) **Promotion of Equity through Diversity Audits** - Regular ethnic diversity audits are being carried out in public institutions. NCIC is also engaging with policymakers to close identified equity gaps and ensure inclusive representation.
- f) **Monitoring Hate Speech** - The Commission is intensifying efforts to monitor and investigate hate speech, particularly on digital platforms, to curb incitement and prevent violence.

- g) **Dialogue and Mediation in Politically Volatile Counties** - Plans are underway to scale up mediation efforts in counties exhibiting high political intolerance. Activities will include symposiums, sensitization forums, and structured dialogues, guided by hotspot analysis.

The Commission also intends to conduct regional peacebuilding initiatives including-

- 1) The Turkana-Samburu Border initiative
- 2) The Isiolo-Meru-Laikipia Peace initiatives
- 3) Marsabit County- Saku Constituency
- 4) Narok-Kisii Border Peacebuilding
- 5) Kilifi- Tana River Conflict Resolution

Update on the Report of the Independent Panel of Advisors on Peacebuilding Architecture

The Commission updated the Committee on the outcome of the Peacebuilding Architecture process which was concluded in December 2024. The report, which was adopted for implementation by the Ministry of Interior Coordination of National Administration, includes recommendations structured under the following four pillars:

- a) **Defining a New National Agenda for peace** - This should include the revision of the national education curriculum to incorporate Kenya's historical, cultural, and developmental values, with an emphasis on peace education.
- b) **Enhancing Political Inclusion** – The report recommends a review of Kenya's governance model to ensure broader political representation at both national and county levels. All communities should see their interests reflected in executive leadership structures.
- c) **Deepening Conflict Prevention and Resolution** - A comprehensive approach to land dispute resolution and inter-community reconciliation is proposed. This includes the establishment of a national task force to review land ownership systems and implement necessary reforms.

The report also calls for enhanced investment in online hate speech monitoring, supported by advanced technology and expert capacity within NCIC. Stronger engagement with social media platforms is also recommended to ensure culturally sensitive and effective content moderation.

- d) **Establishing a New Institutional Architecture for Peacebuilding** – it was recommended that the NCIC be transitioned into a National Peacebuilding Commission (NPBC), a more

empowered and autonomous institution mandated to coordinate all peacebuilding activities in the country.

Committee Concerns and Recommendations

The Committee raised the following concerns on the Commission's initiatives-

1. The Committee noted that while NCIC has implemented numerous peacebuilding initiatives, there is a limited focus on understanding the root causes of conflict before deploying interventions. The Commission responded that it intends to prioritize conflict mapping and root cause analysis as a preliminary step before developing interventions.
2. The Committee also recommended a multi-agency approach in the peacebuilding interventions. NCIC should involve security actors, local governments and community leaders to ensure targeted interventions in all the conflict prone areas.
3. The Committee raised concern over the lack of implementation of the Commission's Diversity Audit findings, particularly on the Commission's report on Ethnic Diversity in County Governments. The Commission informed the Committee that action plans have been developed to support the implementation of the audit findings, including collaborative engagements with key oversight and governance institutions.
4. A concern was raised on the resurgence of criminal gangs in various parts of the country, noting that the increasing trend poses a threat to national cohesion and public safety. The Commission reported that it is addressing this through the National Framework for Mental Health in Peacebuilding (MHPSS), which includes providing psychosocial support to youth, promoting conflict resolution skills, and tackling the underlying socio-economic and emotional drivers of gang involvement.

Committee Resolution

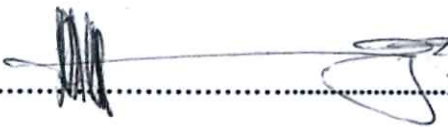
The Committee resolved to participate in the Commission's Dialogue Forums in Malindi, Rumuruti and West-Pokot scheduled for April and May 2025.

MIN.NO. /NCEO/2025/019: ANY OTHER BUSINESS

The Chairperson apprised the Committee of a scheduled retreat to be held from 10th to 13th April 2025 in Machakos County. During the retreat, the Committee is expected to engage with various independent commissions as part of its ongoing inquiry into employment diversity within public institutions.

MIN.NO. /NCEO/2025/020: ADJOURNMENT

There being no other business, the meeting was adjourned 12.20p.m. The next meeting will be on notice.

SIGNED..........DATE15/04/25.....

HON. YUSSUF ADAN HAJI, CBS, MP

CHAIRPERSON