

10. EPRA

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8th April 2024

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Dear Sir,

**RE: REPRESENTATION OF KENYA'S DIVERSITY IN EPRA STAFF  
COMPOSITION**

Your letter dated 5th March 2024 referenced: SEN/DGAC/NCEORI/ER/2024/13 refers.

Attached is a report with information as requested on the following areas:

1. Demographic of employees in terms of gender, PWD, age and ethnicity;
2. Mechanisms put in place to ensure that PWD, women and minorities are adequately represented; and
3. Audits or assessments undertaken in the last three years.

Please acknowledge receipt.

Yours faithfully,



Daniel Bargoria Kiptoo, OGW, MBS  
**DIRECTOR GENERAL**



**ENERGY AND PETROLEUM  
REGULATORY AUTHORITY  
(EPRA)**

**Employment Diversity Report**

**Presented to the Senate Standing  
Committee on National Cohesion, Equ.  
Opportunity and Regional Integration**

**April 2024**

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## 1.0 Demographic Composition of EPRA Employees

The table below contains information on demographic composition of EPRA Employees in terms of gender, persons with disability, age and ethnicity.

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
1.	002	Female	None	54.00	06	Kalenjin
2.	003	Female	None	48.00	07	Luyha
3.	010	Female	None	52.00	08	Kalenjin
4.	020	Female	None	58.00	05	Kalenjin
5.	036	Male	None	46.00	09	Luo
6.	041	Male	None	49.00	07	Luo
7.	043	Male	None	56.00	09	Kikuyu
8.	048	Female	None	49.00	03	Kikuyu
9.	049	Female	None	48.00	04	Kalenjin
10.	050	Male	None	47.00	04	Kalenjin
11.	051	Male	None	46.00	02	Kisii
12.	065	Male	Yes	56.00	02	Luo
13.	066	Male	None	50.00	03	Kisii
14.	069	Male	None	50.00	04	Luyha
15.	070	Male	None	48.00	05	Meru
16.	071	Male	None	51.00	05	Meru
17.	072	Male	None	44.00	05	Kalenjin
18.	073	Male	None	44.00	02	Kikuyu
19.	075	Male	None	57.00	03	Kikuyu
20.	076	Male	None	51.00	02	Kamba
21.	077	Male	None	48.00	08	Kikuyu
22.	080	Female	None	42.00	04	Meru
23.	083	Female	None	40.00	06	Meru
24.	084	Male	None	37.00	05	Somali
25.	085	Male	None	46.00	03	Kikuyu
26.	086	Female	None	51.00	04	Luo
27.	087	Male	Yes	49.00	05	Kikuyu
28.	088	Male	None	39.00	05	Kalenjin
29.	091	Female	None	54.00	07	Meru
30.	092	Male	None	51.00	08	Kikuyu
31.	094	Male	None	50.00	05	Bajun
32.	095	Male	None	48.00	04	Luo

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
33.	096	Male	None	37.00	05	Kalenjin
34.	098	Female	None	40.00	03	Kikuyu
35.	100	Female	None	38.00	04	Kamba
36.	101	Male	None	57.00	04	Kalenjin
37.	102	Female	None	38.00	04	Kikuyu
38.	104	Female	None	40.00	05	Pokomo
39.	106	Female	None	42.00	06	Meru
40.	107	Female	None	36.00	05	Luo
41.	109	Female	None	39.00	06	Kikuyu
42.	110	Female	None	35.00	06	Kamba
43.	111	Female	None	42.00	05	Meru
44.	112	Male	None	35.00	05	Kalenjin
45.	113	Male	None	38.00	05	Luyha
46.	114	Male	None	39.00	06	Luyha
47.	115	Male	None	40.00	05	Luo
48.	116	Male	None	43.00	06	Kamba
49.	117	Male	None	36.00	05	Luyha
50.	119	Male	None	37.00	05	Luyha
51.	120	Male	None	40.00	03	Luyha
52.	122	Male	None	37.00	08	Kamba
53.	123	Male	None	41.00	09	Kisii
54.	124	Female	None	49.00	07	Kamba
55.	125	Male	None	34.00	09	Taita
56.	126	Female	None	42.00	07	Luyha
57.	127	Female	None	31.00	06	Kikuyu
58.	129	Female	None	35.00	05	Kisii
59.	131	Female	None	32.00	05	Luo
60.	132	Male	None	35.00	06	Kisii
61.	133	Male	None	32.00	05	Luyha
62.	134	Male	None	36.00	06	Luyha
63.	136	Female	None	32.00	06	Kisii
64.	137	Male	None	36.00	06	Luo
65.	138	Female	None	31.00	08	Kisii
66.	139	Female	None	43.00	02	Kisii
67.	140	Female	None	34.00	08	Luyha
68.	141	Female	None	45.00	08	Luyha
69.	142	Male	None	39.00	06	Kamba

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
70.	143	Female	None	39.00	08	Embu
71.	144	Male	None	33.00	08	Taita
72.	145	Male	None	36.00	06	Turkana
73.	146	Male	None	34.00	06	Kisii
74.	147	Female	None	31.00	06	Kalenjin
75.	148	Male	None	32.00	07	Samburu
76.	149	Female	None	29.00	08	Mijikenda
77.	150	Male	Yes	34.00	06	Luo
78.	151	Male	None	32.00	06	Kisii
79.	152	Male	None	48.00	05	Luyha
80.	154	Male	None	31.00	06	Kisii
81.	155	Male	None	42.00	06	Kikuyu
82.	156	Male	None	48.00	06	Turkana
83.	157	Male	None	39.00	06	Maasai
84.	158	Female	None	36.00	06	Kikuyu
85.	159	Female	None	30.00	06	Kisii
86.	160	Male	None	32.00	06	Kalenjin
87.	161	Male	None	30.00	06	Luo
88.	162	Male	None	30.00	06	Kalenjin
89.	163	Male	None	40.00	06	Kalenjin
90.	164	Female	None	35.00	10	Kamba
91.	165	Female	None	32.00	10	Kisii
92.	166	Male	None	36.00	10	Luo
93.	167	Female	None	36.00	10	Kalenjin
94.	168	Female	None	46.00	09	Kamba
95.	169	Male	None	32.00	09	Kisii
96.	170	Female	None	40.00	06	Maasai
97.	171	Male	None	29.00	06	Luo
98.	172	Male	None	34.00	06	Kisii
99.	173	Male	None	38.00	09	Kisii
100.	174	Male	None	40.00	08	Maasai
101.	175	Female	None	40.00	06	Kikuyu
102.	176	Female	None	51.00	05	Taita
103.	177	Male	None	29.00	06	Kisii
104.	179	Female	None	31.00	06	Kalenjin
105.	180	Female	None	30.00	06	Kalenjin
106.	181	Male	None	30.00	06	Kalenjin

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
107.	182	Male	None	54.00	09	Teso
108.	183	Female	None	39.00	05	Kisii
109.	184	Male	None	37.00	06	Kikuyu
110.	186	Male	None	30.00	08	Kisii
111.	187	Female	None	36.00	05	Kamba
112.	188	Female	None	44.00	08	Kamba
113.	189	Male	None	33.00	06	Kalenjin
114.	190	Female	None	35.00	06	Meru
115.	191	Male	None	30.00	09	Kalenjin
116.	192	Male	None	42.00	06	Kisii
117.	193	Male	None	28.00	06	Kikuyu
118.	194	Female	None	31.00	06	Meru
119.	195	Male	None	40.00	09	Kisii
120.	196	Male	None	32.00	09	Meru
121.	198	Male	None	43.00	03	Kikuyu
122.	199	Male	None	41.00	03	Luo
123.	201	Male	None	44.00	09	Luyha
124.	202	Male	None	40.00	01	Kalenjin
125.	203	Female	None	44.00	06	Kalenjin
126.	204	Male	None	35.00	04	Luo
127.	205	Female	None	47.00	06	Luyha
128.	206	Female	None	27.00	10	Luyha
129.	207	Male	None	29.00	06	Kalenjin
130.	208	Male	None	39.00	09	Meru
131.	209	Female	None	39.00	06	Luyha
132.	210	Female	None	32.00	06	Kalenjin
133.	211	Female	None	30.00	06	Kamba
134.	212	Male	None	30.00	06	Kalenjin
135.	213	Male	None	34.00	06	Kalenjin
136.	214	Female	None	36.00	05	Kamba
137.	215	Male	None	47.00	02	Kalenjin
138.	216	Female	None	45.00	03	Kalenjin
139.	217	Male	None	42.00	03	Luo
140.	218	Male	None	39.00	03	Kikuyu
141.	219	Female	None	41.00	03	Luo
142.	220	Female	None	45.00	03	Teso
143.	221	Male	None	43.00	03	Kikuyu

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
144.	222	Male	None	48.00	03	Kalenjin
145.	223	Female	None	45.00	04	Meru
146.	224	Female	None	51.00	04	Kalenjin
147.	226	Male	None	35.00	04	Meru
148.	227	Male	None	36.00	04	Kikuyu
149.	228	Male	None	35.00	04	Kikuyu
150.	229	Female	None	46.00	04	Luo
151.	230	Male	None	50.00	04	Kalenjin
152.	231	Female	None	42.00	04	Luyha
153.	232	Male	None	39.00	07	Kalenjin
154.	233	Male	None	49.00	09	Luyha
155.	234	Female	None	40.00	06	Kalenjin
156.	235	Female	None	24.00	06	Luo
157.	236	Female	None	42.00	06	Luyha
158.	237	Male	None	45.00	09	Kalenjin
159.	238	Male	None	34.00	06	Kikuyu
160.	239	Male	Yes	36.00	05	Kalenjin
161.	240	Male	None	41.00	04	Luyha
162.	241	Female	None	33.00	06	Kamba
163.	242	Male	None	39.00	04	Luo
164.	243	Male	None	42.00	06	Kikuyu
165.	244	Female	None	33.00	06	Luyha
166.	245	Male	Yes	34.00	08	Kalenjin
167.	246	Female	None	45.00	06	Luyha
168.	247	Male	None	34.00	04	Kikuyu
169.	248	Male	None	31.00	06	Luo
170.	250	Female	None	43.00	06	Kikuyu
171.	251	Female	None	44.00	08	Kikuyu
172.	252	Female	None	41.00	04	Kikuyu
173.	253	Male	None	35.00	06	Kamba
174.	254	Female	None	38.00	04	Kalenjin
175.	255	Female	None	45.00	08	Kikuyu
176.	256	Male	None	40.00	04	Kalenjin
177.	257	Female	None	41.00	04	Kikuyu
178.	TA051	Male	None	30.00	06	Maasai
179.	TA053	Male	None	36.00	06	Luo
180.	TA058	Male	Yes	33.00	06	Kisii

S/NO.	P/No.	Gender	Disability Status	Age	Grade	Ethnicity
181.	TA061	Female	None	32.00	08	Kalenjin
182.	TA069	Male	None	30.00	08	Kisii
183.	TA070	Female	None	46.00	08	Kamba
184.	TA074	Male	None	46.00	09	Kamba
185.	TA077	Male	None	30.00	06	Kalenjin
186.	TA078	Male	None	38.00	06	Kikuyu
187.	TA079	Male	None	37.00	06	Kisii
188.	TA081	Male	None	33.00	09	Kalenjin
189.	TA084	Female	None	35.00	06	Kikuyu
190.	TA090	Male	None	30.00	06	Kalenjin

### 1.1 Representation of Each Ethnic Group vis -avis the Total In-post of 190

S/NO.	Ethnic Community	Number	Percentage of In-post
1.	Kalenjin	42	22.10%
2.	Kikuyu	32	16.84%
3.	Kisii	24	12.63%
4.	Luhya	23	12.10%
5.	Luo	22	11.57%
6.	Kamba	17	8.94%
7.	Meru	13	6.84%
8.	Maasai	4	2.10%
9.	Taita	3	1.57%
10.	Teso	2	1.05%
11.	Turkana	2	1.05%
12.	Mijikenda	1	0.52%
13.	Pokomo	1	0.52%
14.	Samburu	1	0.52%
15.	Embu	1	0.52%
16.	Bajun	1	0.52%

### 1.2 Representation of Persons with Disability

Requirement	Required Number	Staff Living Disabilities
5% of 190	9	6

### 1.3 Gender Representation

Total In-post	Male	%	Female	%
190	71	63%	119	37%

### 2.0 Mechanisms put in place to ensure that Persons with Disabilities, women and Minorities are Represented

- a) All adverts contain the clause of 'youth, female, persons with disability and marginalized are strongly encouraged to apply' to afford adequate and equal opportunities for appointment to, persons with disabilities, women and minorities.
- b) Posting the job adverts in EPRA website and newspapers to enable persons with disabilities, women and minorities to be aware of the existence of the vacancies.
- c) Posting the job adverts in NCPWD portal to encourage persons with disabilities to apply.

### 3.0 Audits or Assessments undertaken in last 3 years

Audits are undertaken with every recruitment to ascertain the level of inclusivity in the recruitment process.