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Table 4. PWDs Representation in the entire workforce		
Counties with the highest representation of PWDs in their workforce		
No.	County	Percentage (%)
1	Narok	3.63
2	Garissa	3
3	Makueni	2.4
4	Turkana	2.38
5	Wajir	2.27
6	Mandera	2.27
7	Uasin Gishu	2.17
8	Kisii	1.83
9	Marsabit	1.8
9	Isiolo	1.8
Counties with the lowest representation of PWDs in their workforce		
No.	County	Percentage
1	Murang'a	0.34
2	West Pokot	0.46
3	Kajiado	0.51
4	Taita Taveta	0.53
5	Nyeri	0.55
6	Bomet	0.64
7	Homa Bay	0.67
8	Embu	0.73
9	Machakos	0.88
10	Vihiga	0.9

Table 5. Youth Representation in the entire workforce		
Counties with the highest representation of youth in their workforce		
No.	County	Percentage
1	Marsabit	50.90
2	Wajir	46.95
3	West Pokot	42.11
4	Lamu	45.00
5	Turkana	41.19
6	Kajiado	39.20
7	Taita Taveta	38.74
8	Laikipia	36.90
9	Homa Bay	35.40
10	Tharaka Nithi	35.00
Counties with the lowest representation of youth in their workforce		
No.	County	Percentage
1	Nandi	2.80
2	Uasin Gishu	3.86
3	Kakamega	6.50
4	Machakos	8.40
5	Murang'a	8.53
6	Kericho	11.73
7	Elgeyo Marakwet	13.42
8	Samburu	14.00
9	Narok	16.67
10	Kilifi	21.00

Table 6. Dominant Community percentage in the entire workforce		
Counties with the least percentages of the dominant ethnic community in their entire workforce.		
No.	County	Percentage
1.	Marsabit	34.20
2.	Lamu	37.35
3.	Nairobi	37.82
4.	Mombasa	39.75
5.	Isiolo	45.40
6.	Nakuru	47.31
7.	Trans Nzoia	54.90
8.	Embu	55.41
9.	Busia	58.78
10.	Taita Taveta	66.96
Counties with the highest percentages of the dominant ethnic community in their entire workforce.		
No.	County	Percentage
1.	Bomet	97.28%
2.	Elgeyo Marakwet	96.30 %
3.	Nandi	95.67 %
4.	Nyandarua	95.57%
5.	Nyamira	95.00%
6.	Kisii	94.28%
7.	Murang'a	93.70%
8.	Nyeri	93.66%
9.	West Pokot	93.57%
10.	Baringo	92.93%

Table 7: Ethnic Diversity in the entire workforce		
Counties with the most representation of diversity of Kenyan communities within their entire workforce		
No.	County	No. of Communities in the workforce
1.	Nairobi	35
2.	Marsabit	33
3.	Kwale	32
3.	Kilifi	32
5.	Nakuru	29
6.	Mombasa	28
6.	Lamu	28
6.	Kisumu	28
7.	Wajir	26
7.	Uasin Gishu	26
7.	Laikipia	26
7.	Machakos	26
7.	Taita Taveta	26
Counties with the lowest number of ethnic communities in their Workforce		
No.	County	No. of Communities in the workforce
1.	Trans Nzoia	8
2.	Kiambu	9
3.	Elgeyo Marakwet	10
3.	Embu	11
5.	Kirinyaga	12
6.	Nyandarua	13
6.	Busia	13
8.	Vihiga	15
8.	Bomet	15
8.	Tharaka	15

Thematic Area 2

The Demographic composition of the County Executive Committee Members and Chief Officers in terms of gender, persons with disabilities, age and ethnicity.

Table 8. The CECMs and CCOs composition in terms of Gender, PwDs and Dominant Ethnic Communities.

No.	County Executive	Total CECMs & CCOs	PWDS No. %	No. of Communities in CECMs/CCOs	Dominant Community/No. of slots
1.	Mombasa	(15) 62.5% (M) (9) 37.5 % (F) Total 24	1(4.16%)	8	6 Mijikenda 25%
2.	Kwale	15(68.18%) (M) 7(31.82%) F Total 22	1(4.54%)	4	17 Mijikenda 77.27%
3.	Kilifi	21(58.33%) M 15 (41.67%) F Total 36	1 (2.78%)	4	17 Mijikenda 47.22%
4.	Tana River	No data was provided			
5.	Lamu	14(70%) M 6(30%) F Total 20	1 (5%)	7	9 Bajuni 45%

6.	Taita Taveta	16 (69.57%) M 7 (30.43%) F Total 23	2 (8.7%)	3	17 Taitas 73.91%
7.	Garissa	No data was provided			
8.	Wajir	23 (74.19%) M 8 (25.81%) F Total 31	2 (6.45%)	3	29 Somali 93.55%
9.	Mandera	27(67.5%) M 13(32.5%) F Total 40	-	2	39 Somali 97.5%
10.	Marsabit	24(70.59%) M 10(29.41%) F Total 34	1 (2.94%)	8	11 Borana 32.35%
11.	Isiolo	28 (77.78%) M 8(22.22%) F Total 36		8	12 Borana 33.33%
12.	Meru	14(70%) M 6(30%) F Total 20		3	15 Meru 75%
13.	Tharaka Nithi	16 (66.67%) M 8(33.33%) F Total 24		3	15 Meru 62.5%
14.	Embu	24 (72.73%) M 9(27.27%) F	1 (3.03%)	5	22 Embu 66.67%

		Total 33			
15.	Kitui	23(65.71%) M 12 (34.29%) F Total 35	1 (2.85%)	2	33 Kamba 94.29%
16.	Machakos	30 (68.17%) M 14(31.82%) F Total 44		3	34 Kamba 77.27%
17.	Makueni	15(51.72%) M 14(48.28%) F Total 29		1	29 Kamba 100%
18.	Nyandarua	26(70.27%) M 11(29.73%) F Total 37		1	37 Kikuyu 100%
19.	Nyeri	20(76.92%) M 6(23.08%) F Total 26	1 (3.84%)	4	22 Kikuyu 84.62%
20.	Kirinyaga	16(61.54%) M 10(38.46%) F Total 26	1 (3.84%)	3	23 Kikuyu 88.46%
21.	Murang'a	19(70.37%) M		4	23 Kikuyu 85.19%

		8(29.63%) F			
		Total 27			
22.	Kiambu	16 (57.14%) M 12 (42.86%) F	1 (3.57%)	3	18 Kikuyu 64.29%
		Total 28			
23.	Turkana	22 (66.67%) M 11 (33.33%) F	2(6.06%)	2	33 Turkana (94.29%)
		Total 33			
24.	West Pokot	17 (70.83%) M 7 (29.17%) F	1 (4.17%)	2	23 Pokot's (95.83%)
		Total 24			
25.	Samburu	24 (75%) M 8 (25%) F	1(3.13%)	5	26 Samburu's (81.25%)
		Total 32			
26.	Trans Nzoia	16 (61.54%) M 10 (38.46%) F	1 (3.85%)	6	11 Luhya (42.31%)
		Total 26			
27.	Uasin Gishu	20 (66.67%) M 10(33.33%) F	1 (3.33%)	4	26 Kalenjin (86.67%)
		Total 30			

28.	Elgeyo Marakwet	17(68%) M 8(32%) F Total 25		1	25 Kalenjin 100%
29.	Nandi	13(68.42%) M 6(31.58%) F Total 19	1 (5.26%)	2	18 Kalenjin (94.74%)
30.	Baringo	68.97% M 31.03% F Total 29		3	18 Kalenjin 62.01%
31.	Laikipia	75% M 25% F Total 20	-	7	10 Kikuyus (50%)
32.	Nakuru	63.64% M 36.36% F Total 33	-	5	13 Kikuyus (39.39%)
33.	Narok	66.67% M 33.33% F Total 30	1(3.33%)	3	21 Maasai (70%)
34.	Kajiado	75% M 25% F Total 28		2	22 Maasai (78.57%)
35.	Kericho	68.18% M 31.82% F Total 22	-		22 Kalenjin (100%)
36.	Bomet	71% M 29% F Total 42		2	41 Kalenjin (97.62%)
37.	Kakamega	47.83% M 52.17% F	1(2.38%)	6	35 Luhya (83.33%)

		Total 42			
38.	Vihiga	45.83% M 54.17% F Total 24	1 (4.16%)	1	24 Luhya 100%
39.	Bungoma	66.6% M 33.3% F Total 21			18 Luhya 85.4%
40.	Busia	72.41% M 27.59% F Total 29	1 (3.45%)	5	18 Luhya 62.01%
41.	Siaya	75% M 25% F Total 20		Did not provide this information	Did not provide this information
42.	Kisumu	80.95% M 19.05% F Total 21	0	4	18 Luo 85.71%
43.	Homabay	71.43% M 28.57% F Total 28	0	2	22 Luo 78.57%
44.	Migori	66.7% M 33.33% F Total 23			14 Luo 62.5%
45.	Kisii	80% M 20% F Total 25		2	24 Kisii 96%
46.	Nyamira	69.57% M 30.43% F Total 23		2	22 Kisii 95.65%
47.	Nairobi	66.67% M		9	15 Kikuyu

		33.33% F			38.46%
		Total 39			

Table 9. Gender Inclusivity in CECMs and CCOs

Most compliant counties in terms of gender inclusivity in the CECMs and CCOs composition			
No.	County	Male/Female Percentage	Margin
1.	Makueni	51.72/48.28	3.44
2.	Kakamega	47.83/52.17	4.34 More Females than Males
3.	Vihiga	45.83/54.17	8.34 More Females than Males
4.	Kiambu	57.14/42.86	14.28
5.	Kilifi	58.33/41.67	16.66
6.	Kirinyaga	61.54/38.46	23.08
6.	Trans Nzoia	61.54/38.46	23.08
8.	Mombasa	62.5/37.5	25
9.	Nakuru	63.64/36.36	27.28
10.	Kitui	65.71/34.29	31.42
Least compliant counties in terms of gender inclusivity in the CECMs and CCOs composition			
No.	County	Male/Female Percentage	Margin
1.	Kisumu	80.95/19.05	61.9
2.	Kisii	80/20	60
3.	Isiolo	77.78/22.22	55.56
4.	Nyeri	76.92/23.08	53.84
5.	Samburu	75/25	50
5.	Laikipia	75/25	50
5.	Kajiado	75/25	50
9.	Wajir	74.19/25.81	48.38
10.	Embu	72.73/27.27	45.46

Table 10. Ethnic Diversity in the CECMs and CCOs		
Counties having many ethnic groups in the CECMs and CCOs composition		
No.	County	Number of communities within the CECMs and CCOs
1.	Nairobi City	9
2.	Mombasa	8
2.	Marsabit	8
2.	Isiolo	8
5.	Laikipia	7
5.	Lamu	7
7.	Trans Nzoia	6
7.	Kakamega	6
9.	Busia	5
9.	Embu	5
9.	Samburu	5
9.	Nakuru	5
Counties having less than two Ethnic communities within their CECMs and CCOs composition		
No.	County	Number of communities within the CECMs and CCOs
1.	Makueni	1
1.	Elgeyo Marakwet	1
1.	Vihiga	1
1.	Nyandarua	1
5.	Nyamira	2
5.	Kisii	2
5.	Mandera	2
5.	Kitui	2
5.	West Pokot	2
5.	Nandi	2
5.	Turkana	2
5.	Kajiado	2
5.	Bomet	2
5.	Homabay	2

Table 11. CECMs and CCOs inclusion of Persons with disabilities (PwDs) Compliant counties with the 5% threshold		
No.	County	PwDs Percentage of CECMs and CCOs
1.	Taita Taveta	8.7%
2.	Wajir	6.45%
3.	Turkana	6.06%
4.	Nandi	5.26%
5.	Lamu	5.00%

Annexure 2. Pictures



Governor Lamu County Hon. Issa Timamy before the Committee on 26th September, 2024



Governor Machakos County Hon. Wavinya Ndeti before the Committee on 3rd October, 2024



Governor Nakuru County Hon. Susan Kihika before the Committee on 20th August,2024



Governor Marsabit County Hon. Mohamud Ali before the Committee on 4th September,2024



Governor West Pokot County Hon. Simon Kachapin before the Committee on 26th September,2024



Governor Turkana County Hon. Jeremiah Lomurukai before the Committee on 2nd September,2024



Governor Isiolo County Hon. Abdi Guyo before the Committee on 14th November,2024



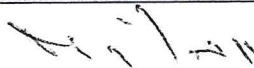
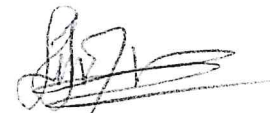

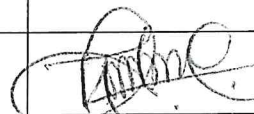
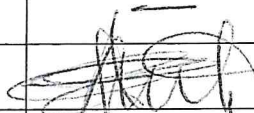
Governor Kwale County Hon. Fatuma Achani before the Committee on 26th August,2024



Governor Meru County Hon. Kawira Mwangaza before the Committee on 20th November,2024

**ADOPTION OF THE REPORT OF THE SENATE STANDING
COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY
AND REGIONAL INTEGRATION ON THE MOTION CURRENT STATE
OF THE NATION**

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

	HON. MEMBER	SIGNATURE
1.	Sen. Chute Mohamed Said, MP – (Chairperson)	
2.	Sen. James Lomenen Ekomwa, MP – (Vice-Chairperson)	
3.	Sen. Daniel Maanzo, EBS, MP	
4.	Sen. Joyce Chepkoech Korir, CBS, MP	—
5.	Sen. Joseph Githuku Kamau, MP	
6.	Sen. Betty Batuli Montet, MP	—
7.	Sen. Beth Kalunda Syengo, MP	—
8.	Sen. Okiya Omtatah, MP	
9.	Sen. Gloria Orwoba, MP	—

MINUTES OF THE 102 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 8TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

- | | |
|-----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, MP | - Vice-Chair |
| 3. Sen. James Lomenen Ekomwa, MP | - Member |
| 4. Sen. Joseph Githuku Kamau, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Mwenda Gataya Mo Fire, MP | - Member |

ABSENT WITH APOLOGY

- | | |
|-----------------------------|----------|
| 8. Sen. Raphael Chimera, MP | - Member |
|-----------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Lucianne Limo | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Mr. Fredrick Ouma | - Serjeant at-Arm |

IN ATTENDANCE

- | | |
|-------------------------|-----------------------------------|
| 1. Rev. Samuel Kobia | - Chairman NCIC |
| 2. Mr. Harrison Kariuki | - CEO/Secretary |
| 3. Hon. Abdulaziz Farah | - Commissioner |
| 4. Mr. Danvas Waweru | - Commissioner |
| 5. Ms. Millicent Okatch | - Director Research- NCIC |
| 6. Mr. James Wanyande | - Principal Legal Officer |
| 7. Mr. Gilbert Onyango | - PA- Chairman NCIC |
| 8. Ms. Jescal Otieno | - Deputy Director Research -NCIC |
| 9. Dr. Patrick Wanjiku | - DG- PPRA |
| 10. Mr. Adhi Robia | - Office Administrator |
| 11. Mr. Chris Sakwa | - Ag. Director Corporate Services |
| 12. Mr. Henock Kirungu | - Director Research Innovation |

MIN. NO.579/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:25am. Thereafter followed by a word of prayer.

MIN. NO.580/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the National Cohesion and Integration Commission, Public Procurement Regulatory Authority and Public Service Commission to consider an audit on the state of employment in the public service (*PAPER 113*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.581/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th and 100th sitting were deferred.

MIN. NO.582/2024

**MEETING NATIONAL COHESION AND INTEGRATION
PUBLIC PROCUREMENT REGULATORY AUTHORITY
AND PUBLIC SERVICE COMMISSION TO CONSIDER A
MOTION ON THE CURRENT STATE OF THE NATION**

The Committee met with the National Cohesion and Integration Commission (NCIC) on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation. The Committee was taken through the submissions of NCIC and noted the following key findings;

1. Out of 47 County governments in Kenya, only 13 (28%) have complied with Section 65 1 (e) of the CGA.
2. The Committee noted that had dropped in compliance (2023 vs 2016).
3. Out of the 45 ethnic communities in Kenya, 10 dominate the county public service.
4. The Committee noted that Counties command a massive of 184,876 with

Nairobi County as the biggest employer. Counties governments have employed 98,299 public servants from 2016 to 2023 with the highest number of the new county public service staff drawn from the Kenya's dominant ethnic groups.

5. The Committee noted that a minority communities occupy only 12.9% of the employment positions in the county public service. In fact, 29 minority communities hold less than 1% of the jobs in the county public service.

The Committee further met the **Public Procurement Regulatory Authority**. The Committee noted the PPRA submissions on the following key findings;

1. A number of procuring entities reserve less than the required minimum of 30%
2. Some procuring entities do not award contracts to PWDs at all.
3. Lack of skills and knowledge amongst the disadvantaged groups on public procurement processes and procedures.
4. Misuse of the AGPO certificates, where the disadvantaged groups act as 'middlemen' to access public contracts.
5. Procuring entities preferring few established disadvantaged groups for repeat business and weak rotation of suppliers as required.

The Committee noted the request by the **Public Service Commission** to appear at a later date to be communicated.

The Committee resolved as follows:

The Committee together National Cohesion and Integration Commission resolved to have a joint peace dialogue meeting in Busia County during the Senate Mashinani to be held on 23rd-27th September, 2024.

MIN. NO.583/2024 AOB

None

MIN. NO.584/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 1:45 p.m.

SIGN.....

DATE: 28.03.25

MINUTES OF THE 103 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 15TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Lucianne Limo | - Media Relation Officer |
| 3. Mr. Andrew Nyairo | - Legal Counsel |
| 4. Mr. Brian Omosa | - Hansard Officer |
| 5. Mr. Fredrick Ouma | - Serjeant at-Arm |

IN ATTENDANCE

- | | |
|------------------------|-----------------------|
| 1. Gov. Nadhif Jamaa | - GOV- Garissa County |
| 2. Mr. Mohammad Hassan | - County Secretary |
| 3. Ms. Rukia Adan | - Liaison Officer |

MIN. NO.585/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:30am. Thereafter followed by a word of prayer.

MIN. NO.586/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor Garissa County** to consider the representation of Kenya's diversity in the staff composition of the Institutions (*PAPER 114*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.587/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101 and 102 sitting were deferred.

MIN. NO.588/2024

**MEETING GARISSA COUNTY GOVERNMENT
CONSIDER MOTION ON THE CURRENT STATE
OF THE NATION**

The Committee met with the **Governor Garissa County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Garissa County Government. The Committee was taken through the submissions by the Governor Garissa County Government as follows-

1. That, only one tribe dominated the County Executive Committee and Chief Officer with only two from other tribe against the provision of the National Cohesion and Integration Act (NCIC) Act section 7 Sub-Section 2 - No Public establishment shall have more than a third of its staff from an ethnic community.
2. The Committee noted that the County was operating without an approved Human Resource Manual and Procedures.
3. The Committee observed that, the County has complied on the two-third Gender Rule as per the law however the County did not meet the required threshold for PWDs standing at 2.6% short of the required 5 % as per the Law.

The Committee resolved as follows;

- a) The Committee directed the Governor to provide a tabulation of all procurement opportunities granted to special groups (Women, PWDs and Youth); and
- b) Provide the approved Human Resource Manual and Procedures

MIN. NO.589/2024

AOB

None

MIN. NO.590/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:45 p.m.

SIGN.....
Milau

DATE:
28.03.25

MINUTES OF THE 104 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 16TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Lucianne Limo | - Media Relation Officer |
| 3. Mr. Andrew Nyairo | - Legal Counsel |
| 4. Mr. Brian Omosa | - Hansard Officer |
| 5. Mr. Fredrick Ouma | - Serjeant at-Arm |

IN ATTENDANCE

- | | |
|----------------------------|------------------------|
| 1. Gov. Mutula Kilonzo Jnr | - GOV- Makueni County |
| 2. Ms. Damaris Kavoi | - CECM |
| 3. Dr. Nicodemus Muteti | - Chairman-MPSB |
| 4. Dr. Justin Kyambi | - County Secretary |
| 5. Mr. Fidel Muema | - Director Procurement |

MIN. NO.591/2024

PRELIMINARIES

The Chairperson called the meeting to order at 11:30am. Thereafter followed by a word of prayer.

MIN. NO.592/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor Makueni County** to consider the representation of Kenya 's diversity in the staff composition of the Institutions (*PAPER 115*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.593/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101,102 and 103 sittings were deferred.

MIN. NO.594/2024

MEETING MAKUENI COUNTY GOVERNMENT CONSIDER MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Makueni County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Makueni County Government. The Committee was taken through the submissions by the Governor Makueni County Government as follows-

1. That, the Kamba Community entirely dominated the County Executive Committee and Chief Officer positions and the County had 92% of its staffing from the same tribe against the provision of the National Cohesion and Integration Act (NCIC) Act section 7 Sub-Section 2 - No Public establishment shall have more than a third of its staff from an ethnic community.
2. The Committee noted that the County was operating with a standard HR Manual and Procedures.
3. The Committee observed that, the County has complied on the two-third Gender Rule as per Art. 27(8) of the Gender Rule however the County did not meet the required threshold for PWDs standing at 2.4% short of the required 5 % as per Section 13 of the Person with Disabilities Act.
4. The Governor provided a detailed procurement opportunities granted to special groups under the Access to Public Procurement Opportunities (AGPO) and found it satisfactory with the Challenges of minimal Special Groups Application in the Financial year.

The Committee resolved as follows;

- a) The Committee having observed the systematic presentation of the Governor complimented him on his submission and agreed all counties should adopt the same practice.
- b) The Committee agreed to postponed all its meeting on Monday and Tuesday owing to Senate Special Sitting as Gazetted.

MIN. NO.595/2024 AOB

None

MIN. NO.596/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 1:35 p.m.

SIGN.....
[Handwritten signature]

DATE:
28.03.25

MINUTES OF THE 105 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON WEDNESDAY 21ST AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Lucianne Limo | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Mr. Fredrick Ouma | - Serjeant at-Arm |

IN ATTENDANCE

- | | |
|----------------------------|----------------------------|
| 1. Gov. Andrew Mwadime | - GOV- Taita Taveta County |
| 2. Mr. Alfred Mlolwa | - Chairman-CPSB |
| 3. Mr. Friday Mwataga | - County Secretary |
| 4. Ms. Habib Mruttu | - CCO-DPSA |
| 5. Ms. Getrude Mwashighadi | - Director HRM |
| 6. Mr. Danson Mzenge | - CECM Fleet |
| 7. Mr. Thomas Masha | - S.C.N Officer |
| 8. Ms. Lilian Maganga | - Payroll Manager |
| 9. Ms. Mwang'ombe Mwakio | - County Attorney |
| 10. Mr. Mchirikwa Ndeletai | - Director Communications |
| 11. Mr. Shadrack Mutungi | - CECM |
| 12. Mr. Mathew Mfuku | - CPSB Sec/CEO |

MIN. NO.597/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

MIN. NO.598/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor Taita Taveta County** to consider the motion on the Current State of the Nation (*PAPER 116*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.599/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101, 102, 103 and 104 sittings were deferred.

MIN. NO.600/2024

**MEETING TAITA TAVETA COUNTY GOVERNMENT
CONSIDER MOTION ON THE CURRENT STATE
OF THE NATION**

The Committee met with the **Governor Taita Taveta County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Taita Taveta County Government. The Committee was taken through the submissions by the Governor Taita Taveta County Government as follows-

1. That, the Taita Taveta County Government has 3,369 employees with male being 1,470 and female 1,899 employees with PwDs being 18 employees.
2. That, the Taita Community entirely dominated the County Executive Committee and Chief Officer positions and the County had 66.96% of its staffing from the same tribe against the provision of the National Cohesion and Integration Act (NCIC) Act section 7 Sub-Section 2 - No Public establishment shall have more than a third of its staff from an ethnic community.
3. The Committee noted that the County was operating with a standard HR Manual and Procedures.

4. The Committee observed that, the County has complied on the two-third Gender Rule as per Art. 27(8) of the Gender Rule however the County did not meet the required threshold for PWDs standing at 0.53%.
5. The Governor provided a detailed procurement opportunities granted to special groups under the Access to Public Procurement Opportunities (AGPO) and found it satisfactory with the Challenges of minimal Special Groups Application in the Financial Year.

The Committee resolved as follows;

- a) The Committee requested the Governor to provide the development allocation for the Taita Taveta County.

MIN. NO.601/2024 AOB

None

MIN. NO.602/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 1:15 p.m.

SIGN.....

DATE: 28 / 03 / 2024

MINUTES OF THE 106 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 22ND AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Emmanuel Barasa | - Media Relation Officer |
| 5. Ms. Faith Cheruto | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|----------------------------|---------------------------|
| 1. Prof. Barchok K Hillary | - GOV- Bomet County |
| 2. Eng. Alexander K. Ngeno | - Chairman-BCPSB |
| 3. Mr. Simon Langat | - County Secretary |
| 4. Ms. Habib Mruttu | - CCO-DPSA |
| 5. Ms. Rosa Chepngetich | - CECM |
| 6. Mr. Josephine Chepkoech | - CECM |
| 7. Mr. Linus Chepkwony | - D/HRM & ADM |
| 8. H.E George Natembeya | - GOV- Trans Nzoia County |
| 9. Ms. Truphosa Amere | - County Secretary |
| 10. Mr. Peter Wamoto | - Chair CPSB |
| 11. Mr. Bonface Wanyo | - CECM-Finance |
| 12. Ms. Janerose N. Mutama | - CECM Lands |
| 13. Ms. J Kichwen | - CECM DSM & GOV |
| 14. Mr. Walioli Wabwoba | - County Attorney |

- | | | |
|-----|-----------------------------|-------------------------|
| 15. | Mr. Masungo Emmanuel | - Chief Officer Finance |
| 16. | Mr. Philip Kapten | - CCO (PSM) |
| 17. | Mr. Philip Gacheru | - CECM-Trade |
| 18. | Mr. Amboka Jackson Wanyungu | - CECM-Roads |
| 19. | Ms. Pepela Wanjala | - CECM-WENRCL |
| 20. | Ms. Khathadi Phanice | - CECM-Agric |
| 21. | Ms. Elmaryta Khaoya, MBS | - CPSB -Member |

MIN. NO.603/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:15am. Thereafter followed by a word of prayer.

MIN. NO.604/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Bomet and Trans Nzoia Counties** to consider the motion on the Current State of the Nation (*PAPER 117*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.605/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101,102, 103, 104 and 105 sittings were deferred.

MIN. NO.606/2024

MEETING WITH BOMET & TRANS NZOIA COUNTY GOVERNMENT CONSIDER MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Trans Nzoia County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Trans Nzoia County Government. The Committee was taken through the submissions by the Governor Trans Nzoia County Government as follows-

1. That, the Trans Nzoia County has a total staff establishment of 4,125. The Male are 1,847 (45%) and female 2,278 (55%). The approved establishment however should be 8000. Staff who are PWD are 51 (1.24%) hence not compliant with the not less than 5%
2. That, the highest communities are Kalenjin 1103 (26%), Luhya 2265 (54%) and the lowest include Bajun, Kamba, Meru, Maasai, Mijikenda, Pokomo, Pokot, Somali, Taita, Basuba and Dorobo. The CECMs are 10 with 6 men and 4 women. The highest age group is 56 and above with Luhya's being 3. The Chief Officers are 16 with 10 men and 6 women with Luhya's.
3. Staff recruited on Permanent and pensionable basis from 2021-2022 are 466 and on contract 12. Staff recruited on Permanent and pensionable basis from 2022 - 2023 are 243 and on contract 82. Staff recruited on permanent and pensionable from 2023-2024 are 273 and on contract 6. In the FY 23/24, the Total procurement plan was worth 3,353,550,345. The county awarded special groups as follows, PWD 14,074,321, Women 1,200,387,937, Youth 241,897,169, Nawiri (A Programme by the County) 83,426,388 making a total of 1,539,785,816 (45%) making them compliant with the Public Procurement and Disposal Act
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - Implementation of the two thirds gender rule in appointing CECMS, CO and even Deputy Governor
 - Development of the County Gender and Development policy that highlights the focus area in as far as gender mainstreaming is concerned; the Ukombozi social empowerment program policy
 - Social safety nets using programs to engage and provide opportunities for the youth to nature talent and leadership skills
 - The County revived a Nawiri Fund to finale 234 groups with loans worth 44M

The Committee met with the **Governor Bomet County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Bomet County Government. The Committee was taken through the submissions by the Governor Bomet County Government as follows-

1. The County has a total staff establishment of 3,708. The Male are 1,487 (40.1%) and female ,2221 (59.9%). The approved establishment however

should be. Staff who are PWD are 24 (0.65%) hence not complaint with the not less than 5%.

2. The highest community is Kalenjin 3611 (97%), (the Governor informed the Committee that he had to merge various ethnic communities in the NBS data to get the total number reflected as Kalenjin Communities) , Luhya 2265 (54%) and the lowest are all others. The CECMs are 10 with 6 men and 4 women. The highest age group is 50 and above with Kalenjin's being 10. The Chief Officers are 13 with 9 men and 4 women with Kalenjin being 12. The highest age group is 35-50. Staff recruited in the year 2021 are 169, in 2022 150, in 2023 563.
3. In the FY 23/24, the Total procurement plan was worth 915,923,085. The county awarded special groups (Youth, Women and PWD) making a total of 559,832,592 (31.3%) making them compliant with the Public Procurement and Disposal Act.
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include:
 - Development of an inclusive recruitment process
 - Workplace adjustments and support in promotion of PWDs
 - Regular internal audits
 - Partnership with civil societies
 - Flexible work arrangements

The Committee resolved as follows;

- a) The Committee requested the Governor Bomet County to provide further information on the nature of Disability on Persons with Disability.
- b) The Committee adopted the proposed work plan for the implementation of the resolutions of the Senate.

MIN. NO.607/2024

AOB

None

MIN. NO.608/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 1:55 p.m.

SIGN.....*M. J. AY*.....

DATE:*28.03.25*.....

MINUTES OF THE 107 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 23RD AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Emmanuel Barasa | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|------------------------------|-----------------------|
| 1. Dr. Erick Mutai | - GOV- Kericho County |
| 2. Hon. Jackson Rop | - CECM- F&EP |
| 3. Mr. Joel K. Koech | - Chair CPSB |
| 4. Mr. Gilbert K Bii | - CO-PSM |
| 5. Mr. Charles Chirchir | - SEC-PSB |
| 6. Ms. Beatrice Kaptich | - CECM PSM |
| 7. CPA George Kirer | - CO- Finance |
| 8. Mr. Gillian Soi | - DSCM |
| 9. Mr. Kennedy Koech | - ICT Officer |
| 10. Ms. Marrie Lang'at | - D-Communication |
| 11. Mr. Mathew K Sang | - P.Admin |
| 12. Mr. Alloys K. Langat | - P.C.O |
| 13. Mr. Rotich Japheth | - Economic Advisor |
| 14. H.E Edward Mutahi Kahiga | - GOV. Nyeri County |

15.	Mr. Masungo Emmanuel	- County Attorney
16.	Mr. Peter Macharia Ngatia	- CECM CPSM
17.	Mr. Paul Kariuki	- Chair-CPSB
18.	Mr. Joseph Kanyi Kingori	- Chief Officer-CPSM
19.	Mr. Benjamin Gachichio	- County Secretary
20.	Mr. David Ruja	- Sec Board CPSB
21.	Mr. Patrick Gitobu	- Director SCSM
22.	Mr. John Ngugi	- CO-Finance
23.	Mr. Paul Wambugu	- COS
24.	Mr. Nahashon Mang'ora Muriuki	- PA-GVN

MIN. NO.609/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:05am. Thereafter followed by a word of prayer.

MIN. NO.610/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Kericho and Nyeri Counties** to consider the motion on the Current State of the Nation (*PAPER 121*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.611/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101,102, 103, 104, 105 and 106 sittings were deferred.

MIN. NO.612/2024

**MEETING WITH KERICHO & NYERI COUNTY
GOVERNMENT CONSIDER MOTION ON THE
CURRENT STATE OF THE NATION**

The Committee met with the **Governor Kericho County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the

Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kericho County Government. The Committee was taken through the submissions by the Governor Kericho County Government as follows-

1. The County has a total staff establishment of 3,869. The Male are 1,498 (38.7%) and female 2,371 (61%). The approved establishment however should be 12,000. The staff who are PWD are 40 (1.03%) hence not complaint with the not less than 5% for Persons with Disabilities.
2. That, the highest communities are Kalenjin at 94%. The CECMs are 10 with 5 men and 5 women. The highest age group is 51 - 60 with all of them being Kalenjin. The Chief Officers are 12 with 10 men and 2 women with all of them being Kalenjin. The County has an internship program that employed a total of 300 graduated with 171 male and 129 women in the year 2022-2023. Staff recruited on Permanent and pensionable and contract basis from 2021 -2024 are 152 with 53 male and 99 women.
3. In the FY 23/24, the Total procurement plan was worth 2,816,793,590. The county awarded special groups as follows, PWD 2,970,000, Women 5,902,365, Youth 9,985,160 making a total of 18,857,526 out of 301,027,110 set aside for special groups, making them not compliant with the Public Procurement and Disposal Act. However, in the current year 23/24 they have set aside 144,606,487 out of 805,964,451 that is 34.7%. The County is in the process of getting a local bank (KCB) on board to help finance the special groups.
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - The CPSB ensures that not more than 2/3 of either gender are recruited
 - Introducing an internship program aimed at enhancing skill acquisition and youth empowerment.

The Committee met with the **Governor Nyeri County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nyeri County Government. The Committee was taken through the submissions by the Governor Nyeri County Government as follows-

1. The County has a total staff establishment of 3,831. The Male are 1,347(35%) and female ,2484 (65%). Staff who are PWD are 45 (1.2%) hence not complaint with the not less than 5%.

2. The highest community is Kikuyu (93.6%). The CECMs are 14 with 11 men and 3 women. The highest age group is 36- 50 with kikuyu being 12. The Chief Officers are 12 with 9 men and 3 women with kikuyu being 10. The highest age group is 36-60 years. Staff recruited in the year 21/22 are 50, in the year 22/23 are 217 and in 23/24 were 124.
3. In the FY 23/24, the Total procurement plan was worth 2,000,239,599. The county awarded special groups as follows, PWD 153,100, Women 18,309,056, Youth 9,153,265 making a total of 541,990,216 (27.1%) making them not compliant with the Public Procurement and Disposal Act.
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - Inclusive Job descriptions and advertisement.
 - Internship programs for 200 youth.
 - Fair distribution on recruitment and selection of officers in the County public service.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Governor Kericho County to provide evidence of approved staff establishment of 12,000 and breakdown the Kalenjin community in numbers.
4. Governor Nyeri County to send details on 21 staff who are over 60 years and evidence for special groups engagement.

MIN. NO.613/2024

AOB

None

MIN. NO.614/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:55 p.m.

SIGN.....
M. Hall

DATE:
28.03.25

MINUTES OF THE 108 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 26TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

ABSENT WITH APOLOGY

- | | |
|----------------------------------|----------|
| 9. Sen. Gloria Magoma Orwoba, MP | - Member |
|----------------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Ms. Emmanuel Barasa | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|----------------------------|---------------------|
| 1. H.E. Fatuma Achani | - GOV- Kwale County |
| 2. Ms. Sylvia Chidodo Leli | - County Secretary |
| 3. Mr. Festus Sombo | - Chair CPSB |
| 4. Mr. Alex Onduk | - CO-Finance |
| 5. Ms. Halima Tsala | - CEO/ Board SEC |
| 6. Mr. Abbas Ngedzo | - P. Accountant |

MIN. NO.615/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:04am. Thereafter followed by a word of prayer.

MIN. NO.616/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor Kwale County** to consider the motion on the Current State of the Nation (*PAPER 122*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.617/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101, 102, 103, 104, 105, 106 and 107 sittings were deferred.

MIN. NO.618/2024

**MEETING WITH THE KWALE COUNTY
GOVERNMENT CONSIDER MOTION ON THE
CURRENT STATE OF THE NATION**

The Committee met with the **Governor Kwale County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kwale County Government. The Committee was taken through the submissions by the Governor Kwale County Government as follows-

1. The County has a total staff establishment of 4,049. The Male are 2,014 (49.74%) and female 2,035 (50.2%). The approved establishment however should be 6,000. The staff who are PWD are 42 (1.44%) hence not complaint with the not less than 5% for Persons with Disabilities.
2. That, the highest communities are Mijikenda at 3.044 (75.2)%. The CECMs are 10 with 6 men and 4 women with Mijikenda being the highest ethnic community. Notably, one out of the 10 CECMs is a PWD and the largest age group is 51-60.

The Chief Officers are 12 with 9 men and 3 women with Mijikenda being the highest ethnic community.

3. In 2024, staff recruited on permanent and pensionable basis are 43 while on contract 9. In 2023, staff recruited on permanent and pensionable basis are 136 while on contract 55. In 2022, staff recruited on permanent and pensionable basis are 157 while on contract 36. In 2021, staff recruited on permanent and pensionable are 230 while on contract 12.
4. In the FY 23/24, the Total procurement plan was worth 7,103,456,527. The county awarded special groups a total of 2,241,618,528 (32%) making them compliant with the Public Procurement and Disposal Act.
5. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - The youth occupy 14% of leadership positions 14 out of 114.
 - Encouraging the special groups to apply for vacant positions when advertised
 - Conducting both physical and virtual interviews to include everybody
 - A bursary program to promote education in the county, and further funding TVET programs
6. Annual audits are conducted by
 - The County Government Internal Audit Division
 - Office of the Auditor General
 - A recent report passed and adopted by the County Assembly on 7th February, 2024
 - The NCIC report on Ethnic & Diversity Audit of County Public Service of Kwale

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Kwale County Government to liase with NCWPD during recruitments to get a pool of applicants.

4. The Kwale County Government to send the number of approved staff establishment in one week's time and further provide the ethnicity of staff employed from 21-25years. The County Government to further provide a list of staff above retirement age and the evidence of special groups engagement.

MIN. NO.619/2024

AOB

None

MIN. NO.620/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:05 p.m.

SIGN.....

DATE:
28.05.2025

MINUTES OF THE 109 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 27TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Mr. Barasa Emmanuel | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|-------------------------------|--------------------------|
| 1. H.E. Joseph Ole Lenku, EGH | - GOV- Kajiado County |
| 2. Dr. Leina Mpoke | - Ag. CS |
| 3. Mr. George Lelema | - Chair KCBSP |
| 4. Ms. Judy Pere | - CECM Public Service |
| 5. Ms. Purity Sein | - KCPSP |
| 6. Mr. Wilson Taiyai | - CO Public Service |
| 7. Ms. Rosemary Turere | - County Solicitor |
| 8. Ms. Winfred Taiko | - Director HRM/D |
| 9. Mr. Saitoti Matipei | - Dep. Dir SCM |
| 10. Mr. Billy Muiruri | - Director Communication |
| 11. Mr. Mike Langat | - PA-GVN |
| 12. Mr. Philip Saidimu | - Director, SCM |

MIN. NO.621/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:24am. Thereafter followed by a word of prayer.

MIN. NO.622/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor Kajiado County** to consider the motion on the Current State of the Nation (*PAPER 123*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.623/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101, 102, 103, 104, 105, 106, 107 and 108 sittings were deferred.

MIN. NO.624/2024

MEETING WITH THE KAJIADO COUNTY GOVERNMENT TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Kajiado County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kajiado County Government. The Committee was taken through the submissions by the Governor Kajiado County Government as follows-

1. The County has a total staff establishment of 4,483. The Male are 2,569 (57.30%) and female 1,914 (42.70%). The approved establishment however should be 9,200. The staff who are PWD are 23 (0.51%) hence not complaint with the not less than 5% for Persons with Disabilities.

2. That, the highest communities are Maasai at 3,162 (70.53) %. The CECMs and Chief Officers are 28 with 21 men and 7 women with Maasai being the highest ethnic community.
3. In the FY 23/24, the Total procurement plan was worth 1,244,500,000. The county awarded special groups a total of 402,346,984 (32%) making them compliant with the Public Procurement and Disposal Act
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - Establishment of the Kajiado County Women Economic Empowerment Fund.
 - Targeted recruitment drives and internships to prepare for public service roles
 - Availability of Kajiado County Disability Mainstreaming Act
5. Annual audits were conducted by The NCIC report on Ethnic & Diversity Audit of County Public Service of 2023.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Kajiado County Government to liase with NCWPD during recruitments to get a pool of applicants.

MIN. NO.625/2024

AOB

None

MIN. NO.626/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:45 p.m.

SIGN.....*M. J. J.*.....

DATE:*28.01.25*.....

MINUTES OF THE 110 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 29TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Ms. Purity Orutwa | - Clerk Assistant |
| 3. Mr. Habbakuk Tiony | - Clerk Assistant |
| 4. Mr. Barasa Emmanuel | - Media Relation Officer |
| 5. Mr. Andrew Nyairo | - Legal Counsel |
| 6. Mr. Brian Omosa | - Hansard Officer |
| 7. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|---------------------------|
| 1. H.E. Gideon Mungaro | - GOV- Kilifi County |
| 2. Mr. Raymond Ngala | - CECM-FKE |
| 3. Mr. Binyaya Benjamin | - Legal Advisor |
| 4. Mr. K Lughanje | - County Attorney |
| 5. Ms. Susan K Mumba | - CECM Public Service |
| 6. Mr. Martin M Mwaro | - C.S |
| 7. Ms. Lynne T Farrah | - CO-Trade/ Executive |
| 8. Mr. Jackson K Mweni | - D.HRM/ |
| 9. Mr. Attas Shariff Ali | - Member KCPSB |
| 10. Mr. Faraji Chipinde | - County Solicitor |
| 11. Mr. Fikirimi James | - Director, G.D.U |
| 12. Ms. Karen Karimi | - Director, Communication |
| 13. Ms. Mercy Milanoi | - Ass. Dir. Comm |

- | | | |
|-----|--------------------------|------------------------------|
| 14. | H.E Lati Lelelit | - GVN Samburu County |
| 15. | Mr. Lesuuda Wilson | - County Secretary |
| 16. | Ms. Leronyokie Peinan | - County Attorney |
| 17. | Mr. Daniel Lentiyoi | - CEO-Board |
| 18. | Mr. Silvano Kaparo | - CECM-Finance |
| 19. | Ms. Priscilla Lanyasunya | - Director HRM |
| 20. | Mr. David Lempesie | - CPSB Member |
| 21. | Mr. Andrew Lesiapaoli | - Head of Payroll |
| 22. | Mr. Nicholas Lepariyu | - Chief of Staff |
| 23. | Mr. Philip Leitore | - Chief Officer Public Admin |

MIN. NO.627/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:24am. Thereafter followed by a word of prayer.

MIN. NO.628/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen.James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Kilifi and Samburu Counties** to consider the motion on the Current State of the Nation (*PAPER 124*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.629/2024

CONFIRMATION OF MINUTES

The Minutes of the 96th, 97th, 98th, 100th, 101,102,103,104,105,106,107,108 and 109 sittings were deferred.

MIN. NO.630/2024

MEETING WITH THE KILIFI AND SAMBURU COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Kilifi County** on the implementation of

resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kilifi County Government. The Committee was taken through the submissions by the Governor Kilifi County Government as follows-

1. The County has a total staff establishment of 4,297. The Male are 1,859 (43%) and female 2,438 (57%). The approved staff establishment is 10,380. The staff who are PWD are 31 (1%) hence not compliant with the not less than 5% for Persons with Disability.
2. The highest communities are Mijikenda 3,416 (79%) and non-Mijikenda 1,312 (21%) making them not compliant with CGA, 2012 section 65 (1) (e). The CECMs are 14 with 8 (57%) men and 6 (43%) women with Mijikenda being the highest ethnic community and the highest age group is 40 – 49. The Chief Officers are 22 with 13 men and 9 women with Mijikenda being the highest ethnic community and the highest age group is 35 – 39 years, one member is a PWD. In 2022, the County recruited 137 staff. In 2023, the county recruited 17, In 2024, the county recruited 76 staff making a total of 230.
3. In the FY 23/24, the Total procurement plan was worth 2, 559, 227, 803. The county awarded special groups a total of 29.55% making them not compliant with the Public Procurement and Disposal Act
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - The County has the following policies in place, Recruitment and selection, Disability mainstreaming policy, Gender mainstreaming policy
 - Targeted recruitment drives and internships to prepare for public service roles
5. Annual audits undertaken have been by, the Kilifi County Public Service Board, an evaluation report on County Public Service Compliance with National Values and Principles of Governance for the year 2023, and also a report to the NCIC on 19th July, 2024.

The Committee met with the **Governor Samburu County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Samburu County Government. The Committee was taken through the submissions by the Governor Samburu County Government as follows-

1. The County has a total staff establishment of 2,564. The Male are 1,610 (63%) and female 954 (37%). The approved staff establishment is 8,600. Staff who are PWD are 31 (1.25%) hence not compliant with the not less than 5% on Persons with Disability.
2. The highest communities are Samburu 1,963 (76.6%) and non-Samburu 601 (23.4%) making them not compliant with CGA, 20212 section 65 (1) (e). The CECMs are 9 with 6 men and 3 women with Samburu being the highest ethnic community and the highest age group is 41 – 45years. The Chief Officers are 22 with 18 men and 4 women with Samburu being the highest ethnic community and the highest age group is 36 – 40 years. In 2022, the County recruited 95 staff. In 2023, the county recruited 63, In 2021, the county recruited 82 staff making a total of 240.
3. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - A fund used to sensitize special groups and help finance them take up County tenders.
4. Annual audits undertaken have been an NCIC report done in 22/23 on ethnic diversity, Yearly reports submitted by the CPSB, yearly external auditors from Office of the Auditor General.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Kilifi County Government to liase with NCWPD during recruitments to get a pool of applicants.
4. Kilifi County Government to Total number of PWDs in Kilifi County and evidence of youth engagement and support especially financing.
5. Samburu County Government to provide the current staff establishment and Clarify the Procurement spend for 23/24 and allocation to special groups

MIN. NO.630/2024

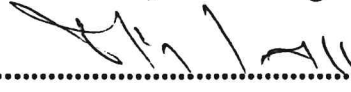
AOB

None

MIN. NO.631/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 2:45 p.m.

SIGN.....

DATE:
28.03.25

102-110
Confirmed
Ukhammas H.

MINUTES OF THE 111 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 30TH AUGUST, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|---------------------------|------------------------------|
| 1. H.E. Patrick Ole Ntutu | - Gov. - Narok County |
| 2. Mr. Meyiani Ole Tuya | - County Secretary |
| 3. Ms. Josephine Ng'eno | - CECM-PSM |
| 4. Ms. Susan Tamoooh | - Board Member/V-Chair NCPSB |
| 5. Mr. Paul Kabuali | - CCO-PSM |
| 6. Mr. Alex Lesaloi | - Deputy Director HR |
| 7. Ms. Lengolos Jacinta | - Governor's Office |

MIN. NO.632/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:24am. Thereafter followed by a word of prayer.

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Narok County** to consider the motion on the Current State of the Nation (*PAPER 130*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.634/2024

CONFIRMATION OF MINUTES

There were no minutes to confirm.

MIN. NO.635/2024

MEETING WITH THE GOVERNOR NAROK COUNTY GOVERNMENT TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Narok County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Narok County Government. The Committee was taken through the submissions by the Governor Narok County Government as follows-

1. The County has a total staff establishment of 5, 478. The Male are 3,130 (%) and female 2,348 (%). The approved establishment is, 6, 216 employees. Staff who are PWD are 199 (3.6%) hence non-compliant.
2. The Narok County employees are predominantly Maasai at 3,781 (69%) and non-Maasai comprising 1,697 employees (30%) making them compliant with CGA, 20212 section 65 (1) (e). The CECMs are 10 with 7 men and 3 women with Maasai being the highest ethnic community. The Chief Officers are 20 with 13 men and 7 women with Maasai being the highest ethnic community. The employees above 60 are explained as; PWDs, CECMs, Governor's dedicated staff, Member of CPSB, Specialists.

3. In the FY 22/23, the Total procurement plan was worth 7,200,048,380. The county awarded special groups a total of 260, 213,320 (12%) and in the FY 23/24 The total procurement plan was worth 6,436,315,503 and special groups were awarded 273,355,924 (14%) making them not compliant with the Public Procurement and Disposal Act .
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - Targeted recruitment drives and internships to prepare for public service roles
 - Availability of a manual on Youth policy, Internship Policy.
5. Annual audits were conducted by The NCIC report on Ethnic & Diversity Audit 2023 where the county was awarded a trophy for being compliant.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Narok County Government to liase with NCWPD during recruitments to get a pool of applicants.
4. Breakdown the total procurement awarded to special groups for the full year. Proper age breakdown of staff between 56 – 72years, explaining employees above 60years.
5. Information on Own Source Revenue and evidence of special groups engagement.

MIN. NO.636/2024 AOB

None

MIN. NO.637/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 11:00 a.m.

SIGN.....

DATE: 28.03.2025

MINUTES OF THE 112 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 2ND SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|----------------------------|---------------------------|
| 1. H.E. Jeremiah Lomurukai | - GOV- Turkana County |
| 2. Dr. Pauline Akirui | - Ag. Chair CPSB |
| 3. Mr. Pater Erimele | - County Secretary |
| 4. Dr. Michael Ekidor | - CECM-Finance |
| 5. Mr. Ekai Naben | - Director Legal Affairs |
| 6. Mr. Samson Nakito | - Director SCMS |
| 7. Mr. Amos Kibet | - Principal Accountant |
| 8. Mr. Joseph Ngatiotin | - Ass-Director HR |
| 9. Ms. Jane Ebenyo | - Principal Legal Counsel |
| 10. Ms. Nakaale Marian | - CCO-Public Service |
| 11. Mr. James Klikwel | - CCO-Finance |
| 12. Mr. Chris Locheria | - Director ADM |

- | | | |
|-----|---------------------------|------------------------------|
| 13. | Ms. Judith Etaam | - Director HRM & D |
| 14. | Mr. Joel Mwita | - Director Liaison |
| 15. | Mr. Vitalis Otieno Ogombe | - Director Economic Planning |

MIN. NO.638/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:04am. Thereafter followed by a word of prayer.

MIN. NO.639/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Beth Syengo, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Turkana County** to consider the motion on the Current State of the Nation
6. Date of the Next Meeting and Adjournment.

MIN. NO.640/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111 sitting.

MIN. NO.641/2024

**MEETING WITH THE TURKANA & NAKURU
COUNTY GOVERNMENTS TO CONSIDER A
MOTION ON THE CURRENT STATE OF THE
NATION**

The Committee met with the **Governor Turkana County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Turkana County Government. The Committee was taken through the submissions by the Governor Turkana County Government as follows-

1. The County has a total staff establishment of 4, 487. The Male are 2,865 (64%) and female 1, 622 (36%). Staff who are PWD are 107 (2.38%) hence not complaint with the not less than 5% of Persons with Disability.
2. The highest community which is the dominant one is Turkana 3754 (84%). The CECMs are 10 with 7 men and 3 women with all being Turkana. The Chief Officers are 23 with 15 men and 8 women with all being Turkana apart from one who is Somali. Notably, 2 male and 1 female are PWDs. In the FY 21/22 73 employees were recruited. In the FY 22/23 29 employees were recruited. In the FY 23/24 88 employees were recruited.
3. In the FY 23/24, the Total procurement plan was worth 5,614.203,557. The county awarded special groups a total of 1,332,879,786 (24%) making them not compliant with the Public Procurement and Disposal Act.
4. Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include
 - Targeted consideration of vulnerable groups in recruitment
 - Deliberate regional balance of employees within the county
 - Special sponsorship and capacity building incentives for vulnerable groups
 - Adherence to gender equity in recruitment
 - Representation in decision making bodies
5. Annual audits are conducted by the NCIC report on Ethnic & Diversity Audit of County Public Service of 2023 and Turkana County did not comply.

The Committee noted the non-appearance of the **Nakuru County Governor** who was unwell.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Confirmation of someone substantive for Chair CPSB Turkana the current on has been acting for two years. (In 2 months)
4. Provide clarity on AGPO contracts
5. Information on Own Source Revenue and evidence of special groups engagement.

6. The Committee resolved to re-invite the Governor Nakuru County Governor to appear at a later date.

MIN. NO.642/2024 **AOB**

The Committee noted the non-appearance of the **Nakuru County Governor** who was unwell and agreed to reschedule her cross-examination to a later date.

MIN. NO.643/2024 **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:30 p.m.

SIGN.....*[Handwritten Signature]*.....

DATE:*28/03/25*.....

MINUTES OF THE 113 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 3RD SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

Tharaka Nithi County

- | | |
|-----------------------------|---------------------------------|
| 1. H.E. Muthomi Njuki | - GOV- Tharaka Nithi County |
| 2. Mr. Alex M. Muratha | - County Secretary |
| 3. Mr. Lawrence Rweria | - CECM- Finance |
| 4. Mr. Justus Nabea | - CEO-CPSB |
| 5. Mr. George Njoroge Rwego | - Member-CPSB |
| 6. Mr. Fredrick Njiru | - Director HRM |
| 7. Mr. Kennedy Murithi | - Advisor to the Governor |
| 8. Ms. Salome Wanjiku | - Ass-Director Supply Chain Mgt |
| 9. Ms. Alice Micheni | - Technical Ass Governor |
| 10. Ms. Kellen G Mbabu | - V-Chair CPSB |

Kitui County

- | | |
|-------------------------|--------------------|
| 11. H.E. Julius Malombe | - GOV-Kitui County |
|-------------------------|--------------------|

- | | | |
|-----|--------------------|----------------------------|
| 12. | Mr. Wilfred Mutua | - Ag. Board Sec |
| 13. | Ms. Hellen Mutuku | - Director HRM |
| 14. | Mr. Hassan Mohamed | - Member KSPSB |
| 15. | Mr. Joseph Kibege | - Ag. Director Procurement |

MIN. NO.644/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:04am. Thereafter followed by a word of prayer.

MIN. NO.645/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Beth Syengo, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Tharaka Nithi and Kitui Counties** to consider the motion on the Current State of the Nation (*PAPER NO.123*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.646/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111 and 112 sitting.

MIN. NO.647/2024

**MEETING WITH THE THARAKA NITHI & KITUI
COUNTY GOVERNMENTS TO CONSIDER A
MOTION ON THE CURRENT STATE OF THE
NATION**

THARAKA NITHI COUNTY SUBMISSION

The Committee met with the **Governor Tharaka Nithi County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Tharaka Nithi County Government.

The Committee was taken through the submissions by the Governor Tharaka Nithi County Government and noted as follows –

- i. The County has a total staff establishment of 2,641 The Male are 1,148 (43.5%) and female 1, 493 (56.5%) making them compliant on gender ration of two-thirds; and
- ii. Staff under the category of PWD are 34 equivalent to 1.38% of the total staff establishment and non-compliant to the required minimum of 5% of the total staff.

The dominant Community in the staff establishment being Meru have 1813 employees translating to 68.65% of the total. The CECMs are 8 while the Chief Officers are 16 with 16 men and 8 women. Notably, 1 officer is a PWD. In the last three years 77 employees were recruited. In the FY 23/24, the Total procurement plan was worth 1,534,412,613.00. The county awarded special groups a total of 466,107,920.00 making them not compliant with the Public Procurement and Disposal Act.

The Committee noted the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Targeted consideration of vulnerable groups in recruitment
- Deliberate regional balance of employees within the county
- Special sponsorship and capacity building incentives for vulnerable groups
- Adherence to gender equity in recruitment
- Representation in decision making bodies

The Committee was informed that an audit was done in 2021 by the National Gender and Equality Commission (NGEC) and a certificate of recognition was awarded to the County on its excellent services in promoting quality and Inclusion of Special Interest Groups.

KITUI COUNTY SUBMISSION

The Committee met with the **Governor Kitui County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kitui County Government.

The Committee was taken through the submissions by the Governor Kitui County Government and noted as follows –

- i. The County has a total staff establishment of 5,565;
- ii. The Male comprising of 2,156 employees (38.7%) and female employees totalling 3,409 (61.3%); and
- iii. Staff who are PWD are 51 translating to 0.9% far below the required minimum threshold of 5%.

The Kamba community being the dominant community in the service constitutes 5,050 employees (90.7%) and the non-dominant make up (9.3%) of the total hence making them non-compliant with CGA, 2012 section 65(1)(e). The CECMs are 10 with 6 men and 4 women with Kamba being the highest ethnic community. The Chief Officers are 25 with 17 men and 8 women. Notably, 1 officer is a PWD. In the last three years 77 employees were recruited. The Committee further noted that, in the FY 21/22 the County employed 522 staff. In 22/23 they employed 114 and in 23/24 they employed 18.

In the FY 23/24, the Total procurement plan was worth 3,605,678,714. The county awarded special groups a total of 626,923,976.00(17.39%) making them not compliant with the Public Procurement and Disposal Act.

The Committee noted some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- In the last three years during recruitment, out of 654 employees, 322 were females while youth accounted for 525 with 6 PWDs
- Giving waivers during recruitment for PWDs
- Industrial Attachment

The Committee was informed that an audit was done in 2021 by the National Gender and Equality Commission (NGEC) and a certificate of recognition for extemporary services in promoting quality and Inclusion of Special Interest Groups and also the NCIC report on Ethnic & Diversity Audit 2023.

The Committee resolved as follows;

1. That, the County adhere the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. That. Counties to use alternative means of job advertisement like local vernacular, social media, radio stations, and local leaders to reach more people while doing targeted civic education.
3. That, Counties to provide more clarity on AGPO contracts awarded.
4. Information on Own Source Revenue and evidence of special groups engagement to be submitted alongside other submissions.
5. Tharaka Nithi County Government to provide a breakdown of various the Meru community subtribes.
6. That, Counties should liaise with the NCPWD during recruitments to get a pool of applicants.

MIN. NO.648/2024

AOB

None

MIN. NO.649/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 3:10 p.m.

SIGN.....
H. A. A. A. A.

DATE:
28.03.25

MINUTES OF THE 114 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON WEDNESDAY 4TH SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------------|--------------------------|
| 1. H.E. Mohammud Mohamed Ali | - Gov. - Marsabit County |
| 2. Mr. Ambrose Lochokwe | - Chair-CPSB |
| 3. Mr. Abdi Adan Suleiman | - CPSB- Member |
| 4. Mr. Galgacho Ganale | - CEO/SEC-CPSB |
| 5. Mr. Francis Kariuki Kamendi | - Director Supply Chain |

MIN. NO.650/2024

PRELIMINARIES

The Chairperson called the meeting to order at 11:24am. Thereafter followed by a word of prayer.

MIN. NO.651/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Marsabit, Mombasa and Lamu County** to consider the motion on the Current State of the Nation (*PAPER NO.124*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.652/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112 and 113 sitting.

MIN. NO.653/2024

MEETING WITH THE MARSABIT, MOMBASA & LAMU COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Marsabit County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Marsabit County Government.

The Committee was taken through the submissions by the Governor Marsabit County Government and noted as follows –

- i. Marsabit County has a total staff establishment of 2,869;
- ii. The Male are 1,640 (57%) and female 1,229 (43%); and
- iii. PWD is comprised of 51 staffs equivalent to 2% below the required 5% as per the PWD's Act.

The Committee noted that the dominant community is Borana 981 (34.2%). The CECMs are 10 with 7 male and 3 female while the Chief Officers are 24 with 17 male and 7 female. Notably, 1 officer is a PWD. In the last three years 940 employees were recruited.

The Committee noted that in the FY 23/24, the Total procurement plan was worth 4,694,187,434.00. The county awarded special groups a total of 924,183,833.14 making them not compliant with the Public Procurement and Disposal Act. (19.68%)

The Committee was informed the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership included;

- Targeted consideration of vulnerable groups in recruitment;
- Deliberate regional balance of employees within the county;
- Special sponsorship and capacity building incentives for vulnerable groups;
- Adherence to gender equity in recruitment; and
- Representation in decision making bodies

The Committee was informed on the the National Cohesion and Integration Commission second Ethnic Diversity Audit for the County Public Service during the period from February-September 2023. According to the NCIC findings Marsabit County was rated as the best County in first position as the most compliant on ethnic diversity, with a work base of 30 ethnic groups.

Marsabit County was further informed on the award granted by the Institute of Human Resources Management, IHRM, in 2023 in the category of Diversity, Equity and Inclusion.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Committee requested the secretariat to expunge Annex 4 of the Marsabit County Report till they provide clarity on AGPO contracts within the next seven days.
4. Information on Own Source Revenue and evidence of special groups engagement.
5. Liaise with the NCPWD during recruitments to get a pool of applicants.
6. The Committee secretariat to write to the Mombasa and Lamu Counties rescheduling the meeting to a later date.

MIN. NO.654/2024

AOB

The Committee meeting with the **Governor's Mombasa and Lamu Counties** did not take place since the two County Governor's requested for rescheduling owing to prior official engagements.

There being no other business, the meeting was adjourned at 1:25 p.m.

SIGN.....*[Handwritten Signature]*.....

DATE:*28.03.25*.....

MINUTES OF THE 115 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 12TH SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|-------------------------------|
| 1. H.E. Dr. Jonathan Bii | - Gov. - Uasin Gishu County |
| 2. Ms. Fransesca C. Boen | - Chair-CPSB |
| 3. Mr. Edwin Bett | - County Secretary |
| 4. Mr. Elijah Kosgei | - CECM-PSM |
| 5. Mr. Eliud Chemagut | - Chief Officer |
| 6. Mr. Ronald Kiprop | - Legal Advisor-GVN UG-County |
| 7. Ms. Srah Siamtai | - Ag. Director SCM |
| 8. Ms. Mary Kiarie | - Internal Auditor |
| 9. Mr. Micah Rogony | - CECM-Finance |

MIN. NO.656/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:24am. Thereafter followed by a word of prayer.

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Uasin Gishu and West Pokot Counties** to consider the motion on the Current State of the Nation (*PAPER NO.128*)
6. Date of the Next Meeting and Adjournment.

The Committee deferred the Minutes of the 111, 112, 113 and 114 sitting.

**MEETING WITH THE UASIN GISHU & WEST
POKOT COUNTY GOVERNMENTS TO CONSIDER A
MOTION ON THE CURRENT STATE OF THE
NATION**

The Committee met with the **Governor Uasin Gishu County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Uasin Gishu County Government.

The Committee was taken through the submissions by the Governor Uasin Gishu County Government and noted as follows –

- i. Uasin Gishu County has a total staff establishment of 4,639;
- ii. The Male are 1,852 (39.9%) and female 2,787 (60.1%); and
- iii. Staff who are PWD are 101 translating to 2.1% of the total hence not complaint with the not less than 5% of Persons with Disability.

The Committee noted that the highest community which is the dominant one is Nandi 2385 (51.41%). The CECMs are 10 with 7 male and 3 female while the Chief Officers are 20 with 13 male and 7 female. Notably, no officer is a PWD. In the last three years 2084 employees were recruited. In the financial year 2021/2022 they employed 424, in

the financial year 2022/2023 they employed 1,455 employees and in the financial year 2023/2024 they employed 205 employees.

The County Government of Uasin Gishu reserves at least thirty percent of its budgetary allocation for the enterprises owned by youth, women and persons with disabilities and other disadvantaged group. In the FY 23/24, the Total procurement plan was worth 4,694,187,434.00. The county awarded special groups a total of 628,093,664.08.00 making them compliant with the Public Procurement and Disposal Act. (13.38%)

The Committee noted the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Targeted consideration of vulnerable groups in recruitment
- Conversion of terms of engagement of E.C.D.E teachers whose majority are females from contract to permanent and pensionable terms of employment in line with their schemes of service.
- Deliberate regional balance of employees within the county. The County Government has also outsourced cleaning services from a company that engages only the Deaf Community
- Special sponsorship and capacity building incentives for vulnerable groups
- Adherence to gender equity in recruitment
- Representation in decision making bodies

The Office of the Auditor General has been carrying out annual audits of the County Executive which includes, the audit of the County Public Service Board in regards to compliance with the law on staff ethnic diversity from financial year 2021/2022, 2022/2023 and the current ongoing audit for the financial year 2023/2024.

The Committee meeting with the **Governor West Pokot County** did not take place since the County Governor requested for rescheduling owing to prior official engagements.

The Committee resolved as follows;

1. The County Government to ensure that, it follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The County to use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The County to provide information on their "Own Source Revenue" and supporting evidence of special group's engagement.
4. The County to liaise with the NCPWD during recruitments to get a pool of applicants.

5. The County Government of Uasin Gishu to provide further information on a well detailed document on their payroll system (IPPD), and AGPO supporting documents.

MIN. NO.660/2024

AOB

None

MIN. NO.661/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 11:48 a.m.

SIGN.....

DATE: 28.03.25

MINUTES OF THE 116 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 20TH SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|-------------------------|--------------------------|
| 1. H.E. A. S. Nassir | - GOV- Mombasa County |
| 2. Mr. Kenneth Ambani | - CECM |
| 3. Mr. George Marun | - V/Chair |
| 4. Mr. Fadhil | - MCPSB |
| 5. Mr. Feizan Faruk | - County Secretary |
| 6. Ms. Ruthyana Mumbua | - MCPSB- Member |
| 7. Mr. Abdulkadi Ali | - MCPSB- Member |
| 8. Ms. Justina Mwikya | - County Chief Office |
| 9. Dr. Noah Akala | - Chief of Staff |
| 10. Mr. Stewart Oyoyo | - Protocol Officer |
| 11. Ms. Evelyn Tatu | - Senior Admin Assistant |
| 12. H.E. Mohamed Khalif | - GOV- Mandera County |
| 13. Mr. Ethila Issak | - Chair-MCPSB |

14.	Mr. Muhamud Hussein	- CEO- MCPSB
15.	Mr. Billow Issack	- County Secretary
16.	Mr. Ibrahim Ali	- CECM-FSEP
17.	Ms. Rahma Said Elias	- CCO Energy
18.	Ms. Halima Dahir	- Member MCPSB
19.	Ms. Hussein Alinoor	- DCOS
20.	H.E. Susan Kihika	- GOV- Nakuru County
21.	Ms. Joyce Ndegwa	- B.S- NCPSB
22.	Ms. Jane Wakami	- Director HR
23.	Ms. Jacqueline Osoro	- CECM-PSM
24.	Mr. Mwaura Samuel	- C.S & MOPS
25.	Mr. Charles Mwai	- Chair- NCPSB
26.	Dr. Peter Ketyenya	- Chief of Staff
27.	Mr. Benard Namunane	- Dir. Communication
28.	Ms. Annmarie Kuria	- Dir S.C.M
29.	Ms. Abigael Pasianny	- P.A- GOV

MIN. NO.662/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:14 a.m. Thereafter followed by a word of prayer.

MIN. NO.663/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Mombasa, Mandera and Nakuru Counties** to consider the motion on the Current State of the Nation (*PAPER NO.128*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.664/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114 and 115 sitting.

MOMBASA COUNTY SUBMISSION

The Committee met with the **Governor Mombasa County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Mombasa County Government.

The Committee was taken through the submissions by the Governor Mombasa County Government and noted that the County has a total staff establishment of 5,076. The Male are 2,722 (53.62%) and female 2,354 (46.37%). Staff who are PWD are 52 (1.02%) hence not complaint with the not less than 5% of Persons with Disability.

The highest community which is the dominant one is Mijikenda 2018 (39.75%). The CECMs are 10 with 7 male and 3 female while the Chief Officers are 14 with 8 male and 6 female. Notably, no officer is a PWD. In the last three years 955 employees were recruited. In the financial year 2021/2022 they employed 341, in the financial year 2022/2023 they employed 520 employees, in the financial year 2023/2024 they employed 55 employees and in the financial year 2024/2025 they employed 39 employees.

The Committee was informed that the County Government of Mombasa reserves at least thirty percent of its budgetary allocation for the enterprises owned by youth, women and persons with disabilities and other disadvantaged group. In the FY 23/24, the Total procurement plan was worth 4,694,187,434.00. The county awarded special groups a total of 628,093,664.08.00 making them compliant with the Public Procurement and Disposal Act.

The Committee noted the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Youth empowerment program that has engaged 5,000 youth engaged in productive work as opposed to idleness that leads to drug abuse, crime and other vices.
- Implementation of internship program that affirmatively engages the youth of Mombasa County to the Departments they are trained on. The program has engaged 468 interns who were paid stipends as per the Salary and Remuneration Commission.
- Attachment opportunities for students who are pursuing different courses in different institutions to allow them acquire practical aspects of their

respective areas of specialization in a real work environment. The engaged attaches' stands at 600 in number annually.

- Adherence with the law on two thirds gender rule by ensuring representation of women at all levels of service in the County Public Service.
- Incorporation of National Cohesion, Values and Principles in performance contracting indicators in the County performance management system.
- Making provision for special opportunities for access to employment for the PWDs by actively seeking applicants through liaising with the Mombasa County Government.

The Mombasa County informed the Committee that the Office of the Auditor General has been carrying out annual audits of the County Executive which includes, the audit of the County Public Service Board in regards to compliance with the law on staff ethnic diversity from financial year 2021/2022, 2022/2023 and the current ongoing audit for the financial year 2023/2024.

MANDERA COUNTY SUBMISSION

The Committee met with the **Governor Mandera County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Mandera County Government.

The Committee was taken through the submissions by the Governor Mandera County Government and noted that the County has a total staff establishment of 4,040. The Male are 3037 (75.99%) and female 1,003 (25.1%). Staff who are PWD are 92 (2.3%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee noted the highest community which is the dominant one is Gureeh 2,469 (61.725%). The CECMs are 9 with 7 male and 2 female while the Chief Officers are 30 with 20 male and 10 female. Notably, one officer is a PWD. In the last three years 955 employees were recruited. In the three financial years the Mandera County have employed 917 employees.

The Committee was informed that Mandera County allocated 36 tenders worth Kshs 1,021,770,178.05 to the special groups, representing 36.8% of the total Kshs 2,774,557.568 awarded in line with section 53 (6) and 157 (12) % (13) of PPDA.

The Committee was informed of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include

- Consideration of the marginalized groups and minority groups are given opportunity in any job recruitment process.
- Adherence with the law on two thirds gender rule by ensuring representation of women at all levels of service in the County Public Service.
- Incorporation of National Cohesion, Values and Principles in performance contracting indicators in the County performance management system.

The Committee was further informed there was an assessment by the National Cohesion and Integration Commission on ethnic and diversity report 2023 to highlight the progress made by the County towards attaining inclusivity in employment of Kenya diverse ethnic communities.

NAKURU COUNTY SUBMISSION

The Committee further met with the **Governor Nakuru County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nakuru County Government.

The Committee was taken through the submissions by the Governor Nakuru County Government and noted the County has a total staff establishment of 5,258. The Male are 2,171 (41.3%) and female 3,087 (58.7%). Staff who are PWD are 84 (1.59%) hence not compliant with the not less than 5% of Persons with Disability.

The Committee noted the highest community which is the dominant one is Kikuyu 2,481 (47.19%). The CECMs are 10 with 6 male and 4 female while the Chief Officers are 23 with 15 male and 8 female. Notably, no officer is a PWD. In the last three years 985 employees were recruited. In the financial year 2021/2022 they employed 293, in the financial year 2022/2023 they employed 501 employees and in the financial year 2023/2024 they employed 263 employees.

The Committee was informed the County Government of Nakuru reserves at least thirty percent of its budgetary allocation for the enterprises owned by youth, women and persons with disabilities and other disadvantaged group. In the FY 23/24, the Total procurement plan was worth 2,711,804,397.00. The county awarded special groups a total of 742,937,698.9100 making them compliant with the Public Procurement and Disposal Act.

Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include

- Nakuru County had improved in terms of compliance between 2016-2023 in terms of ensuring that at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the country.
- Nakuru County was among the 5/13 cosmopolitan counties.
- Nakuru County was among 13/47 counties that had complied with section 65 1 (e) of the CGA 2012.
- Nakuru County was among 5/47 counties that had employed, more than 30 ethnic groups in its county public service.

The Committee was further informed that Nakuru County was recognized by the NCIC as:

- Compliant in inclusivity and was awarded with a trophy for Compliant County
- Diverse County in terms of ethnicity and was awarded with a trophy for Diverse County
- Improved in diversity inclusion compliance and was awarded with a trophy for Improved and Compliant County.

The Committee resolved as follows;


1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. The Mombasa and Mandera County Governments to provide further documents
4. Mandera County to provide a summary of demographic composition of employees, CECMs and CCOs.
5. Mandera County to indicate planned reservation for the target groups verses actual spent/procurement.
6. Nakuru County to provide a breakdown of demographics, breakdown of percentages of employment for the last three financial years, payroll to check on their compliance, staff establishment and bursary allocations.
7. Information on Own Source Revenue and evidence of special groups engagement.
8. Liaise with the NCPWD during recruitments to get a pool of applicants.

None

MIN. NO.667/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:55 p.m.

SIGN..... 

DATE: 28.03.25

MINUTES OF THE 117 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 23RD SEPTEMBER, 2024 AT 10:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|------------------------------|---------------------------|
| 1. H.E. Dr. Kiarie Badilisha | - Gov. - Nyandarua County |
| 2. Mr. William Gatehi | - Chair NCPSB |
| 3. Ms. Mary Kamande | - CECM F, EP & ICT |
| 4. Dr. P.M Wanjau | - CECM PSAD |
| 5. Mr. Alex Mwaura | - CO Public Admin |
| 6. Mr. Jimmy Chogi | - MCPSB- Member |
| 7. Mr. Peter Thiani | - Chief of Staff |
| 8. Mr. Martin Ngugi | - Liaison Officer |
| 9. Mr. Frank Kanja | - CS & HOPS |

MIN. NO.668/2024

PRELIMINARIES

The Chairperson called the meeting to order at 10:20 a.m. Thereafter followed by a word of prayer.

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Nyandarua, Kisii and Isiolo Counties** to consider the motion on the Current State of the Nation (*PAPER NO.128*)
6. Date of the Next Meeting and Adjournment.

The Committee deferred the Minutes of the 111, 112, 113, 114, 115 and 116 sitting.

MEETING WITH THE NYANDARUA, KISII & ISILO COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Nyandarua County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nyandarua County Government.

The Committee was taken through the submissions by the Governor Nyandarua County Government and noted as follows –

- i. That, the County has a total staff establishment of 2,427. The Male are 1,468 (60.49%) and female 959 (39.517%).
- ii. The County has a total of 21 staff as PWD which is 0.86% of the total. Making it far too less of the required 5% hence non-compliant.
- iii. The Committee noted the highest community which is the dominant one is Kikuyu 2,248 (95.42%). The CECMs and CCOs are 37 with female being 11(30%) while the male are 26(70%). Notably, no officer is a PWD. In the last three years 955 employees were recruited. In the financial year 2021/2022 they employed 200, in the financial year 2022/2023 they employed 19 employees, in the financial year

2023/2024 they employed 40 employees and in the financial year 2024/2025 they employed 30 employees.

The Committee was further informed that, the County Government of Nyandarua reserves at least thirty percent of its budgetary allocation for the enterprises owned by youth, women and persons with disabilities and other disadvantaged group. In the FY 23/24, the Total procurement plan was worth 4,694,187,434.00. The county awarded special groups a total of 628,093,664.08.00 making them compliant with the Public Procurement and Disposal Act.

The Committee noted some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Attachment opportunities for students who are pursuing different courses in different institutions to allow them acquire practical aspects of their respective areas of specialization in a real work environment. The engaged attaches' stands at 200 in number annually.
- Adherence with the law on two thirds gender rule by ensuring representation of women at all levels of service in the County Public Service.
- Incorporation of National Cohesion, Values and Principles in performance contracting indicators in the County performance management system.
- Making provision for special opportunities for access to employment for the PWDs by actively seeking applicants through liaising with the Mombasa County Government.
- Recruitment of 250 ECDE teachers were recruited across the 25 sub counties based on the women, youth and persons with disability.

The Committee was informed that the National Cohesion and Integration Commission (NCIC) continuously conducts diversity and Ethnic Audit on all employees in the County governments. Done through request from the County Public Service Board on all recruitments conducted clearly indicating the various staff appointed in the various positions.

The Committee resolved as follows;

1. County to ensure that, it follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The County to use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.

3. Nakuru County to provide a breakdown of demographics, breakdown of percentages of employment for the last three financial years, payroll to check on their compliance, staff establishment and bursary allocations.
4. Information on Own Source Revenue and evidence of special groups engagement to be availed to the Committee.
5. The County to liaise with the NCPWD during recruitments to get a pool of applicants.
6. Nyandarua County Government to provide the approved HR manual and the approved documents.
7. Nyandarua County Government to provide extra information of the recently concluded recruitment exercise and a detailed document on the issues sought by the Committee.
8. The secretariat to write to the Kisii and Isiolo County governments rescheduling the meetings to a later date.

MIN. NO.672/2024 AOB

The Committee noted that the **Governor Kisii County** requested for rescheduling to a later date since the Governor had been nominated to attend the 79th Session of the United Nations General Assembly in New York, USA from 22nd -30th September 2024.

The Committee further noted the non-appearance of the **Governor Isiolo County Government**.

The Committee agreed and directed the Secretariat to reschedule the meetings to a later date.

MIN. NO.673/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 12:15 p.m.

SIGN.....

DATE:
28.03.24

MINUTES OF THE 118 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 26TH SEPTEMBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------------|---------------------------|
| 1. H.E. Simon Kachapin Kitalei | - Gov- West Pokot County |
| 2. Mr. John Martakou | - Chair WPCPSB |
| 3. Ms. Consolata Arusei | - SEC WPCPSB |
| 4. M. Tyno Rokino | - Chief of Staff |
| 5. Mr. Robert Katina | - County Attorney |
| 6. H.E. Issa A. Timamy | - GOV- Lamu County |
| 7. Mr. Abdalla Fadhil | - Chair- LCPSB |
| 8. Ms. Amina Omar | - CEO/SEC LCPSB |
| 9. Ms. Naima Ahmed | - Vice-chair LCPSB |
| 10. Amb. Ali Abbas | - County Secretary |
| 11. Mr. Felix Katama | - Deputy-Director HRM |
| 12. Mr. Kulthum Harith | - Director Legal Services |

MIN. NO.674/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:20 a.m. Thereafter followed by a word of prayer.

MIN. NO.675/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's West Pokot and Lamu County** to consider the motion on the Current State of the Nation (*PAPER NO.138*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.676/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116 and 117 sitting.

MIN. NO.677/2024

**MEETING WITH THE WEST POKOT & LAMU
COUNTY GOVERNMENTS TO CONSIDER
A MOTION ON THE CURRENT STATE OF THE
NATION**

WEST POKOT COUNTY SUBMISSION

The Committee met with the **Governor West Pokot County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the West Pokot County Government.

The Committee was taken through the submissions by the Governor West Pokot County Government and he County has a total staff establishment of 4,946. The Male are 2,510 (50.75%) and female 2,436 (49.25%). Staff who are PWD are 8 (0.5%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee noted that, Pokot was the dominant tribe with a composition of 4,224 employees at (85.40%). The CECMs and CCOs are 24 with female being 8(33.3%) while the male are 16(66.7%). Notably, 2 officers (8.3%) are PWD. In the last three years 751 employees were recruited. The male appointments have been 440(58.6%) while the

female appointments have been 311(41.1%). The youth have taken the majority of the recent appointments being 482(62.6%). Ethnicity of the employees in the past three years are drawn from thirteen (13) Kenyan tribes.

The West Pokot County Government has complied with this section and was given a 65% compliance level in the recent audit conducted by the National Treasury in April 2024.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Placing advertisements in media accessible to all groups; even on social media platforms.
- Placing the youth in attachment and internship opportunities at the County Public Service giving them opportunities when the vacancies arise.
- Giving equal opportunities to the female candidates in any vacancies advertised in comparison to their male counterparts.

The Committee was informed that there was an Audit in May 2023, dubbed Diversity and Ethnic Audit of County Governments in which the County submitted the data as requested by the National Cohesion and Integration Commission.

LAMU COUNTY SUBMISSION

The Committee further met with the **Governor Lamu County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Lamu County Government.

The Committee was taken through the submissions by the Governor Lamu County Government that the County has a total staff establishment of 1,494. The Male are 765 (51%) and female 729 (49%). Staff who are PWD are 18 (1.2%) hence not complaint with the not less than 5% of Persons with Disability.

The highest community which is the dominant one is Bajun 558 (37.35%). The CECMs and CCOs are 20 with male being 14(70%) while the female are 6(30%). Notably, no officers are PWD. In the last three years 503 employees were recruited. The male appointments have been 175 while the female appointments have been 328.

The Committee noted that Lamu County Government has complied with this PPRA issues and was given a 65% compliance level in the recent audit conducted by the National Treasury in April 2024.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Affirmative Action Policies prioritizing the recruitment of PWDs, women and minority groups in line with both National Policies.
- Targeted Recruitment Initiatives like advertising through the local channels and conducting outreach programs within communities.
- Equal Opportunity Employment Guidelines ensuring that all job vacancies are accessible to everyone, and we emphasize equal opportunity during the hiring process.

The Committee was informed that, in the past three years, Lamu County Government has undertaken the following audits and compliance evaluation exercise to ascertain the level of inclusivity in its recruitment process:

- i. Annual Audit by the Office of the Auditor General;
- ii. Human Resource Audit by Public Service Board;
- iii. The Annual Evaluation report on the level of compliance with the values and principles of governance, as stipulated under Articles 10 and 232 of the Constitution of Kenya submitted to the Lamu County Assembly as required under Section 59 (f) of the County Government Act of 2012.

The Committee resolved as follows;

1. That, the County to strictly follow the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The Counties to use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. West Pokot County to provide a breakdown of demographics, breakdown of percentages of employment for the last three financial years, payroll to check on their compliance, staff establishment and bursary allocations.
4. Both West Pokot and Lamu County Governments to provide Information on Own Source Revenue and evidence of special groups engagement.
5. Counties to liaise with the NCPWD during recruitments to get a pool of applicants.
6. Lamu County Government to provide the approved HR manual and the approved documents, proof of activities for the women, youth and PWDs. Attach photos of the activities.
7. Lamu County to provide the PPRA submissions for the financial years 2023/2024, Jan-June 2024.

MIN. NO.678/2024

AOB

None

MIN. NO.679/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:40 p.m.

SIGN.....*[Handwritten Signature]*.....

DATE:*28.03.25*.....

MINUTES OF THE 119 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 27TH SEPTEMBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|-------------------------------|--------------------------|
| 1. H.E. FCPA Fernandes Barasa | - Gov. - Kakamega County |
| 2. Dr. Lawrence Omuhaka | - CS |
| 3. Mr. Benjamin Andama | - CECM PSA |
| 4. CPA Livingstone Imbayi | - CECM Finance |
| 5. Dr. June Mwasuma | - CO Fin |
| 6. Mr. Joseph Nambua | - DSCM |
| 7. Ms. Rose Busolo | - DHRM |
| 8. Mr. George Isaudu | - PCM |
| 9. CPA Victor Kasyamani | - Accountant |
| 10. CHRP Prisca Otipa | - CO-PS |
| 11. CS. Vivianne Mmbaka | - County Attorney |
| 12. Mr. Geoffrey Mitano | - Governor's PA |
| 13. H.E. Sakaja J | - GOV- Nairobi City |

- | | | |
|-----|------------------------|------------------------|
| 14. | Mr. Akumali Godfrey | - Ag. County Sec |
| 15. | Mr. S.G Mwangi L S (K) | - CECM |
| 16. | Mr. Charles Kerich | - CECM |
| 17. | Ms. Janet Opiata, HSC | - CCO-PSM |
| 18. | Mr. Richard Mogoko | - Ag. Dir Supply Chain |
| 19. | Mr. Justin Muli | - PA to Governor |
| 20. | Ms. Elizabeth Maina | - Ass Board Director |

MIN. NO.680/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:20 a.m. Thereafter followed by a word of prayer.

MIN. NO.681/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Kakamega and Nairobi City County** to consider the motion on the Current State of the Nation (*PAPER NO.139*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.682/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117 and 118 sitting.

MIN. NO.683/2024

MEETING WITH THE KAKAMEGA & NAIROBI CITY COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

KAKAMEGA COUNTY SUBMISSION

The Committee met with the **Governor Kakamega County** on the implementation of

resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kakamega County Government.

The Committee was taken through the submissions by the Governor Kakamega County Government the County has a total staff establishment of 6,760. The Male are 2,615 (39%) and female 4,145 (61%). Staff who are PWD are 71 (1.05%) hence not complaint for being short of the 5% as provided for in the law.

The dominant community is Luhya with 6,130 employees at (90.68%), hence non-compliant with the County Government Act Section 65 1(e). The CECMs and CCOs are 42 with female being 12 (29%) while the male are 30 (71%). Notably, 1 officer is a PWD. In the last three years 691 employees were recruited.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Placing advertisements in media accessible to all groups; even on social media platforms.
- Placing the youth in attachment and internship opportunities at the County Public Service giving them opportunities when the vacancies arise.
- Giving equal opportunities to the female candidates in any vacancies advertised in comparison to their male counterparts.

NAIROBI COUNTY SUBMISSION

The Committee met with the **Governor Nairobi City County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nairobi City County Government.

The Committee was taken through the submissions by the Governor Nairobi City County Government the County has a total staff establishment of 16,321. The Male are 7,661 (46.94%) and female 8,660 (53.06%). Staff who are PWD are 172 (1.05%) falling short of the required 5%.

Nairobi County dominant Community in its workforce is Kikuyu with 6,173 employees translating to 37.82%. The CECMs and CCOs are 39 with male being 26(66.67%) while the female are 13(33.33%). Notably, no officers are PWD. In the last three years 2021/2022 1,214 employees were recruited, in the year 2022/2023 110 employees were recruited and in 2023/2024 the County recruited 5,355 employees.

Some of the affirmative action's being implemented by the Nairobi City County in promotion of women, youth and PWDs in leadership include;

- Affirmative Action Policies prioritizing the recruitment of PWDs, women and minority groups in line with both National Policies.
- Targeted Recruitment Initiatives like advertising through the local channels and conducting outreach programs within communities.
- Equal Opportunity Employment Guidelines ensuring that all job vacancies are accessible to everyone, and we emphasize equal opportunity during the hiring process.
- Internship program to the youth providing them an opportunity for mentorship.
- Training support for officers pursuing academic growth to ensure equal opportunities for career advancement.
- Setting up functional help desk, during advertisement period to assist those applicants with difficulties during the application process.

The Committee was informed that in order to ascertain level of inclusivity in the recruitment process the Board has undertaken the following exercise -

- i. Reviewing the Human Resource Manual to ensure the County promotes inclusivity within the County Public Service.
- ii. Evaluation of the recruitment process to eliminate potential biases and barriers that may disadvantage women, the youth, marginalized communities and persons living with disabilities.
- iii. Incorporating the technical officers from the sectors in the recruitment process.

The Committee resolved as follows;

1. The Counties to follow the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The Counties to enhance use of alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Kakamega County Government to provide an updated payroll system detailing all the staff employed by the County.
4. The Counties to liaise with the NCPWD during recruitments to get a pool of applicants.
5. Both Kakamega and Nairobi City County Government to provide the approved HR manual and the approved documents, proof of activities for the women, youth and PWDs. Attach photos of the activities.
6. Nairobi City County to provide the PPRA submissions for the financial years 2021/2022, 2022/2023, 2023/2024, Jan-June 2024.

MIN. NO.684/2024 AOB

None

MIN. NO.685/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 2:03 p.m.

SIGN..... *[Handwritten Signature]*

DATE: *28.03.21*

MINUTES OF THE 120 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 30TH SEPTEMBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|----------------------------|
| 1. H.E. Anne Waiguru | - Gov. Kirinyaga County |
| 2. Hon. David Githanda | - Deputy Governor |
| 3. Mr. Henry Antony | - County Sec |
| 4. Mr. Teddy Muchiri | - Chair-CPSB |
| 5. Ms. Jacqueline Njogu | - CECM Finance |
| 6. Mr. Kevin Mutinda | - Dep Dir Supply Chain Mgt |
| 7. Mr. Tom Nyatika | - Director HRM |
| 8. Mr. Muchira Lawrence | - Director Budget |
| 9. CPA Edward Nyaga | - CO- Finance |
| 10. Ms. Sheila Mwangi | - CO- Admin |
| 11. Ms. Carlyne Kinyua | - County Attorney |
| 12. H.E. Amos Nyaribo | - GOV. Nyamira County |
| 13. Dr. Jack Magera | - CS |
| 14. Dr. Peter Kereri | - Chair NCPSB |
| 15. Ms. Kennedy Angwenyi | - CECM |

- | | | |
|-----|---------------------|-------------------|
| 16. | Dr. Geoffrey Morara | - CECM- Finance |
| 17. | Ms. Rael Momanyi | - CCO-PSM |
| 18. | Ms. Violet Ombati | - ADMN |
| 19. | Mr. Erastus Orina | - County Attorney |
| 20. | Ms. Yvonne Kerubo | - Ass Dir HRMD |
| 21. | Mr. Brian Nyachio | - SHRO |
| 22. | Mr. Pius Mose | - DSCM |

MIN. NO.686/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.687/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Kirinyaga, Nyamira and Meru County** to consider the motion on the Current State of the Nation (*PAPER NO.140*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.688/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118 and 119 sitting.

MIN. NO.689/2024

MEETING WITH THE KIRINYAGA, NYAMIRA & MERU COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

KIRINYAGA COUNTY SUBMISSION

The Committee met with the **Governor Kirinyaga County** on the implementation of

resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kirinyaga County Government.

The Committee was taken through the submissions by the Governor Kirinyaga County Government and noted the County has a total staff establishment of 2310. The Male are 888 (38.4%) and female 1,422 (61.6%). Staff who are PWD are 38 (1.6%) hence .

Non-compliant.

The Committee noted that the Approved Staff establishment for Kirinyaga County is 3,800 against the 2,310 in-post employed by the County Government. There is also an increased level of development to reduce rural urban migration. The County Government noted that a change in the education system on how national schools are allocated would help in the economic situation/wellbeing of citizens so they are able to move for education.

The Committee noted that the Kirinyaga County Government Own Source Revenue for the year 2022/2023 was 586M, while for the year 2023/2024 was Kshs.650,000,000.00.

The dominant community being Kikuyu had the greatest share of employees at 2,126 (92%), thus making it non-compliant with the County Government Act Section 65 1(e). The CECMs and CCOs are 26 with female being 10 (38.5%) while the male are 16 (61.5%). Notably, 1 officer is a PWD. In the last three years 288 employees were recruited.

Some of the affirmative action's being implemented by the Kirinyaga County in promotion of women, youth and PWDs in leadership include;

- Placing advertisements in media accessible to all groups; even on social media platforms.
- Placing the youth in attachment and internship opportunities at the County Public Service giving them opportunities when the vacancies arise.
- Giving equal opportunities to the female candidates in any vacancies advertised in comparison to their male counterparts.

NYAMIRA COUNTY SUBMISSION

The Committee met with the **Governor Nyamira County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nyamira County Government.

The Committee was taken through the submissions by the Governor Nyamira County

Government and noted the County has a total staff establishment of 4,384. The Male are 1,949 (44.50%) and female 2,435 (55.50%). Staff who are PWD are 51 (1.2%) hence not complaint.

The dominant Community being Kisii had the greatest share of employees at 4165 (95%). The CECMs and CCOs are 23 with male being 16(69.56%) while the female are 7(30.44%). Notably, one officer is PWD. In the last three years 2021/2022 50 employees were recruited, in the year 2022/2023 19 employees were recruited and in 2023/2024 the County recruited 292 employees.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Affirmative Action Policies prioritizing the recruitment of PWDs, women and minority groups in line with both National Policies.
- An ICT Hub in Nyamira for the purpose of training youths to access online job opportunities and technology-based innovations.
- Nyamira County has enacted a Nyamira County People with Disability Act 2023 to mainstream issues of persons with disability in the County.
- Deliberate efforts by the county to ensure inclusivity for, women, youths and person with disability in leadership. 30% of the County Executive Committee Members and County Chief Officers are Females.
- Equal Opportunity Employment Guidelines ensuring that all job vacancies are accessible to everyone, and we emphasize equal opportunity during the hiring process.
- Nyamira County Trade Development Revolving Fund Act 2023 to support small businesses to provide affordable credit to Micro, Small and Medium Enterprises (MSMEs) owned by preferred groups.
- Training support for officers pursuing academic growth to ensure equal opportunities for career advancement.
- Setting up functional help desk, during advertisement period to assist those applicants with difficulties during the application process.

The Committee resolved as follows;

1. Counties to ensure that, the law is followed specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Provide details of staff establishment, details of the 288 long list, relevant annexures.

4. Both Kirinyaga and Nyamira County Government to provide an updated payroll system detailing all the staff employed by the County.
5. Counties to liaise with the NCPWD during recruitments to get a pool of applicants.
6. Both Kirinyaga and Nyamira Government to provide the approved HR manual and the approved documents, proof of activities for the women, youth and PWDs. Attach photos of the activities.
7. Nyamira County to provide the PPRA submissions for the financial years 2023/2024, Jan-June 2024.
8. Nyamira County to provide details of other ethnicities in detail, long list of people employed, proof of inter county transfers and a break down of the recruitment in terms of wards

MIN. NO.690/2024 **AOB**

The Committee noted the non-appearance of Meru County Government who asked to appear at a later date.

MIN. NO.691/2024 **ADJOURNMENT**

There being no other business, the meeting was adjourned at 1:55 p.m.

SIGN.....

DATE:*28.03.24*.....

MINUTES OF THE 121 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 1ST OCTOBER, 2024 AT 8:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|------------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Mr. Barasa Emmanuel | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|-----------------------|
| 1. H.E. Wilber Ottichilo | - GOV. Vihiga County |
| 2. Mr. Philip Gavuna | - CO- PSA |
| 3. Mr. Wilfred Amasakha | - Director HRM |
| 4. Dr. Catherine Edalia | - V/Chair-VCPSB |
| 5. Mr. Mark Alulu Siro | - Member VCPSB |
| 6. Mr. Peter Inonda | - CEO-VCPSB |
| 7. Mr. Aggrey Musiega | - County Attorney |
| 8. Mr. Leonard Soita | - Chief of Staff |
| 9. Mr. Ayiego Ezekiel | - Cs |
| 10. Dr. Ruth Agesa | - CECM - Education |
| 11. H.E. Stephen Sang | - GOV. Nandi County |
| 12. Mr. Arusei Eliseba | - Chair NCPSB |
| 13. Mr. Isaiah Keter | - CECM-ADMIN PS & ICT |

- | | | |
|-----|-------------------|----------------------|
| 14. | Mr. Hillary Serem | - CECM, Finance |
| 15. | Dr. Francis Sang | - CS |
| 16. | Mr. Japheth Tirop | - Head- Supply Chain |

MIN. NO.692/2024

PRELIMINARIES

The Chairperson called the meeting to order at 8:30.m. Thereafter followed by a word of prayer.

MIN. NO.693/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Vihiga, Nandi and Baringo County** to consider the motion on the Current State of the Nation (*PAPER NO.141*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.694/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119 and 120 sitting.

MIN. NO.695/2024

MEETING WITH THE VIHIGA, NANDI & BARINGO COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Vihiga County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Vihiga County Government.

The Committee was taken through the submissions by the Governor Vihiga County Government and noted the County has a total staff establishment of 3,271. The Male are

1,271 (38.9%) and female 2,000 (61.1%). Staff who are PWD are 29 (0.9%) hence not complaint with the not less than 5% of Persons with Disability.

The Vihiga County have an Approved Staff establishment is 5,200 against the 3,271 employees employed by the County Government with the highest dominant community being Luhya 2,126 (92%), hence not complying with the County Government Act Section 65 1(e). The CECMs and CCOs are 26 with female being 10 (38.5%) while the male are 16 (61.5%). Notably, 1 officer is a PWD. In the last three years 288 employees were recruited.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Placing advertisements in media accessible to all groups; even on social media platforms.
- Placing the youth in attachment and internship opportunities at the County Public Service giving them opportunities when the vacancies arise.
- Giving equal opportunities to the female candidates in any vacancies advertised in comparison to their male counterparts.

The Committee met with the **Governor Nandi County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Nandi County Government.

The Committee was further taken through the submissions by the Governor Nandi County Government noting that the County has a total staff establishment of 3,003. The Male are 975(32.47%) and female 2,028 (67.53%). Staff who are PWD are 34 (1.13%) hence not complaint with the not less than 5% of Persons with Disability.

The highest dominant community is Kalenjin 2,852 (95%). The CECMs and CCOs are 19 with male being 13(68.47%) while the female are 6(31.53%). Notably, one officer is PWD. In the last three years 2021/2022, 92 employees were recruited, in the year 2022/2023 57 employees were recruited and in 2023/2024 the County recruited 4 employees.

Some of the affirmative action's being implemented by the Nandi County in promotion of women, youth and PWDs in leadership include;

- Quotas in employment for recruiting women, youth and PWDs, in line with the national guidelines requiring at least
- 30% of government jobs allocated to this groups.
- Targeted recruitment drives designed to attract diverse candidates, including women youth and PWDs.

- Disability friendly Infrastructure to improve accessibility for PWDs by providing ramps and other supportive infrastructure.
- Deliberate efforts by the county to ensure inclusivity for, women, youths and person with disability in leadership. 30% of the County Executive Committee Members and County Chief Officers are Females.
- Equal Opportunity Employment Guidelines ensuring that all job vacancies are accessible to everyone, and we emphasize equal opportunity during the hiring process.
- Gender mainstreaming to promote gender balance, where priority is given to candidates of the underrepresented gender in positions predominantly held by one gender.
- Leadership training and empowerment programs by offering support for officers pursuing academic growth to ensure equal opportunities for career advancement.
- Advocacy and awareness campaigns to raise awareness about the importance of inclusive leadership, challenge stereotypes, and encourage marginalized groups to pursue leadership positions.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Both Vihiga and Nandi County Government to provide an updated payroll system detailing all the staff employed by the County.
4. Liaise with the NCPWD during recruitments to get a pool of applicants.
5. Both Vihiga and Nandi County Government to provide the approved HR manual and the approved documents, proof of activities for the women, youth and PWDs. Attach photos of the activities.
6. Vihiga and Nandi County to provide the PPRA submissions for the financial years 2023/2024, Jan-June 2024.
7. Vihiga County to provide details of other ethnicities in detail, long list of people employed, proof of inter county transfers and a break down of the recruitment in terms of wards

The Committee noted the non-appearance of **Baringo County Government** who asked to appear at a later date.

MIN. NO.696/2024

AOB

None

MIN. NO.697/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 11:35 a.m.

SIGN.....*Millan*.....

DATE:*28.03.21*.....

MINUTES OF THE 122 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 3RD OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 3, BUNGE TOWER.

PRESENT

- | | |
|----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, MP | - Vice-Chair |
| 3. Sen. James Lomenen Ekomwa, MP | - Member |
| 4. Sen. Joseph Githuku Kamau, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |
| 7. Sen. Raphael Chimera, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------------|-------------------------|
| 1. H.E. Wavinya Ndeti | - GOV. Machakos County |
| 2. Dr. Muya Ndambuki | - County Secretary |
| 3. Mr. Albanus Mutisya | - Chair MCPSB |
| 4. Dr. Joel Nzomo | - CECM-Devolution |
| 5. Mr. Mwanza L.M | - C.O PS & PM |
| 6. Hon. Onesmus Muia | - CECM- Finance |
| 7. Ms. Juliana Mutisya CS, CPA | - Secretary CPSBM |
| 8. Ms. Juliet Ntambi | - County Solicitor |
| 9. Ms. Stella Miriti | - Director-Budget |
| 10. Mr. Mackasi W. M | - D/DHRM |
| 11. Ms. Elizabeth Ngao | - Dir HRM |
| 12. Ms. Julia Babasi | - Executive PA |
| 13. Ms. Martha Githendu | - HOSP |
| 14. Ms. Dorah Atito | - Communication Officer |

MIN. NO.698/2024

PRELIMINARIES

The Chairperson called the meeting to order at 11:00 a.m. Thereafter followed by a word of prayer.

MIN. NO.699/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Homabay, Kiambu and Machakos County** to consider the motion on the Current State of the Nation (*PAPER NO.147*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.700/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120 and 121 sitting.

MIN. NO.701/2024

MEETING WITH THE HOMABAY, KIAMBU & MACHAKOS COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the **Governor Machakos County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Machakos County Government.

The Committee was taken through the submissions by the Governor Machakos County Government and noted that the County has a total staff establishment of 7,361. The Male are 3,070 (42%) and female 4,291 (58%). Staff who are PWD are 65 (0.88%) hence not complaint with the not less than 5% of Persons with Disability. The County has an Approved Staff establishment of 5,200 against the 3,271 employees employed by the County Government.

The Committee noted that the highest community which is dominant is Kamba 6,304 (86%), hence not complying with the County Government Act Section 65 1(e). The CECMs and CCOs are 44 with female being 14 (31.8%) while the male are 30 (68.2%). Notably, 1 officer is a PWD. In the last three years 1,365 employees were recruited.

Some of the Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Placing advertisements in media accessible to all groups; even on social media platforms.
- Placing the youth in attachment and internship opportunities at the County Public Service giving them opportunities when the vacancies arise.
- Giving equal opportunities to the female candidates in any vacancies advertised in comparison to their male counterparts.

The Committee received and considered the submissions of **Governor Kiambu County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kiambu County Government.

The Committee noted that the County has a total staff establishment of 6,899. The Male are 2,401 (35%) and female 4,498 (65%). Staff who are PWD are 90 (1.30%) hence not complaint with the not less than 5% of Persons with Disability. The highest and dominant community is Kikuyu 5,934 (65%). The CECMs and CCOs are 28 with male being 16(57.12%) while the female are 12(42.88%). Notably, one officer is PWD. In the last three years 2021/2022, 67 employees were recruited, in the year 2022/2023 17 employees were recruited and in 2023/2024 the County recruited 155 employees.

Some of the Affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Quotas in employment for recruiting women, youth and PWDs, in line with the national guidelines requiring at least
- 30% of government jobs allocated to this groups.
- Targeted recruitment drives designed to attract diverse candidates, including women youth and PWDs.
- Disability friendly Infrastructure to improve accessibility for PWDs by providing ramps and other supportive infrastructure.
- Deliberate efforts by the county to ensure inclusivity for, women, youths and person with disability in leadership. 30% of the County Executive Committee Members and County Chief Officers are Females.

- Equal Opportunity Employment Guidelines ensuring that all job vacancies are accessible to everyone, and we emphasize equal opportunity during the hiring process.
- Gender mainstreaming to promote gender balance, where priority is given to candidates of the underrepresented gender in positions predominantly held by one gender.
- Leadership training and empowerment programs by offering support for officers pursuing academic growth to ensure equal opportunities for career advancement.
- Advocacy and awareness campaigns to raise awareness about the importance of inclusive leadership, challenge stereotypes, and encourage marginalized groups to pursue leadership positions.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Machakos County Government to provide an updated payroll system detailing all the staff employed by the County.
4. Liaise with the NCPWD during recruitments to get a pool of applicants.
5. Machakos County Government to provide the approved HR manual and the approved documents, proof of activities for the women, youth and PWDs. Attach photos of the activities.
6. Machakos County to provide the PPRA submissions for the financial years 2023/2024, Jan-June 2024.
7. Machakos County to provide details of other ethnicities in detail, long list of people employed, proof of inter county transfers and a break down of the recruitment in terms of wards

The Committee noted the non-appearance of **Homabay County Government** who asked to appear at a later date.

MIN. NO.702/2024

AOB

None

There being no other business, the meeting was adjourned at 1:25 p.m.

SIGN.....*[Handwritten Signature]*.....

DATE:*28 03 21*.....

MINUTES OF THE 123 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 7TH OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|------------------------------|
| 1. H.E. Wanga Gladys | - GOV. Homabay County |
| 2. Prof. Benard Muok | - County Secretary |
| 3. Mr. Fredrick Orego | - County Attorney |
| 4. Mr. Isaiah O Okoto | - PSB Chair |
| 5. Ms. Sarah Malit | - C.O PS & PM |
| 6. Ms. Lucy Odwar | - Director |
| 7. Mr. Peter Odiango | - Director |
| 8. Mr. James Mokaya | - Deputy County Secretary-HB |
| 9. Ms. Ruth Aloo | - CEO PSB |
| 10. Ms. Eunice Atieno | - Communication |
| 11. Ms. Veronica Nyasoro | - Communication |
| 12. Ms. Everlyne Ododa | - Director Gender |
| 13. Ms. Irene Adika | - D/Director HRU & D |

14.	Mr. Daniel Ochieng Otieno	- Director Audit
15.	Mr. Bob Collins Otieno	- Director HRM & D
16.	Ms. Roselyn Omoth	- CEC
17.	Mr. Solomon Obiero	- CEC
18.	Ms. Rachel Okumu	- CEC
19.	Hon. Priscilla Nyokabi	- Senior Advisor
20.	Ms. Vivian Otieno	- Office Administrator
21.	Mr. Kevin Orango	- Internal Audit Officer
22.	Ms. Anne Mbeya	- SHRMO
23.	Mr. Ronnie Ochieng	- Audit Admin
24.	Eng. Kungu Ndungu	- DG-KENHA
25.	Mr. Richard Kilel	- Ass Director -SCM
26.	Eng. A Mutua	- Deputy Director
27.	Mr. Samuel Gatiba	- Senior Accountant

MIN. NO.704/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:23 a.m. Thereafter followed by a word of prayer.

MIN. NO.705/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Homabay and Kisii County** to consider the motion on the Current State of the Nation (*PAPER NO.148*)
6. Meeting with the:
 1. **Kenya Urban Roads Authority.**
 2. **Kenya National Highway Authority**
 to deliberate on the inquiry into the status of the Access to Government Procurement Opportunities (AGPO) Programme. (*PAPER NO.149*)
7. Date of the Next Meeting and Adjournment.

MIN. NO.706/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121 and 122 sitting.

MIN. NO.707/2024

**MEETING WITH THE HOMABAY, KIAMBU &
MACHAKOS COUNTY GOVERNMENTS TO
CONSIDER A MOTION ON THE CURRENT
STATE OF THE NATION**

The Committee met with the **Governor Homa Bay County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Homa Bay County Government.

The Committee was taken through the submissions by the Governor Homa Bay County Government and noted that the County has a total staff establishment of 7,554. The Male are 3,531 (46.7%) and female 4,023 (53.3%). Staff who are PWD are 51 (0.67%) hence not complaint with the not less than 5% of Persons with Disability. The County's Approved Staff establishment is 14,400 against the 7,554 employees employed by the County Government.

The Committee noted that the highest and dominant community is Luo 5,815 (76.98%), hence not complying with the County Government Act Section 65 1(e). The CECMs and CCOs are 28 with female being 8 (28.57%) while the male are 20 (71.43%). Notably no officer is a PWD. In the last three years 2,070 employees were recruited.

The Committee was informed that in 2020/2021 651 employees were recruited, in the year 2021/2022 334 employees were recruited while in 2022/2023 1,085 employees were recruited.

The was also informed that the County Government of Homa Bay is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO) through the following strategies:

1. Reservation of specific procurement categories of budget of goods, services and works to special groups during registration/pre-qualification of suppliers
2. Procurement planning by reserving a minimum of thirty percent (30%) of the budgetary allocations for enterprises owned by women, youth, persons with disabilities and other disadvantaged groups
3. Capacity building and access to finance- sensitization of the special groups on the access to government procurement opportunities

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Institutional Policy framework which includes; sexual and gender-based violence policy of 2023, Climate change Act of 2022, Disability Act of 2020, Child Welfare and Protection Policy, 2024 and County Human Resource Policy and Procedures Manual 2024.
- Institutions and Infrastructure which includes; Gender Sector Working Group and County Disability Forum, Gender-Based Violence Recovery Centers and Safe Spaces, Breastfeeding parlors for lactating mothers and construction of disability-friendly offices and workspaces.
- Internship and attachment opportunities for the youths to acquire skills.
- Girls and boy's mentorship programs where 599 vulnerable students benefited from the full secondary to tertiary scholarships "Fins to Swim"
- TVET (Fundi Mang'ula) targeting school vulnerable youths where 600 students inclusive of PWDs benefited from this scholarship.
- Boda Boda Fund supporting the youth by providing grants to the SACCOS as an empowerment to the youth

The Committee was informed that the last Audit was conducted in 2023 by the National Cohesion and Integration Commission which indicated 77.07% Luo as the dominant community. On senior appointments the audit found that the county executive largely consists of the Luo making up 75%, 70% and 66.67% in the CECMs, CCOs and CPSB positions respectively, indicating diversity in all senior appointments.

MIN. NO.708/2024

**MEETING WITH THE KENYA URBAN ROADS
AUTHORITY AND KENYA NATIONAL HIGHWAYS
AUTHORITY TO INQUIRE INTO THE STATUS OF
ACCESS TO PROCUREMENT OPPORTUNITIES
PROGRAMMES**

The Committee further met with the Kenya National Highways Authority for an inquiry on Access to Procurement Opportunities (AGPO). The Committee was taken through the submissions by the Director General-KENHA and noted that Kenya National Highways Authority usually reserve a minimum of 30% of procurable budget for the disadvantaged groups i.e. the youth, women and persons with disabilities.

The Committee noted the total procurable budget allocated for the FY 2023/2024 was Kshs. 1,731,572,922.06 (35.1%), sub-total for maintenance works (special group+ All) is Kshs. 4,034,451,428.97. in the FY 2022/2023 was Kshs. 3,269,330,545.30 (31.34%), sub-total for maintenance works (special group + All) is Kshs. 9,794,292,636.25.

In terms of the measures to ensure compliance with the AGPO requirements is achieved at planning stage, where KENHA ensures reservation of 30% of the procurable budget is allocated to the disadvantaged group. On measures regarding access and eligibility of applicants for AGPO opportunities during tendering process is achieved by having a requirement for submission of a valid AGPO certificate in the specified category of registration.

On challenges encountered in achieving the 30% procurement allocation for AGPO beneficiaries, there is normally a challenge in allocation of the 30% requirement since majority of the disadvantaged group are still in the process of building their capacity and quite a few of them are registered in the mentioned categories. Budget cuts and revisions also pose a challenge in allocation of the AGPO requirements.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Machakos County Government to provide an updated payroll system detailing all the staff employed by the County.
4. Liaise with the NCPWD during recruitments to get a pool of applicants.

The Committee noted the non-appearance of **Kisii County Government** and **Kenya Urbans Roads Authority** who asked to appear at a later date.

MIN. NO.709/2024 **AOB**

None

MIN. NO.710/2024 **ADJOURNMENT**

There being no other business, the meeting was adjourned at 11:55 a.m.

SIGN.....

DATE:

MINUTES OF THE 125 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON MONDAY 14TH OCTOBER, 2024 AT 8:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|-----------------------|----------------------------------|
| 1. H.E Ochilo Ayacko | - GOV- Migori County |
| 2. Mr. Oscar O Olima | - County Sec- Migori |
| 3. Ms. Olga Odede | - Vice Chair CPSB |
| 4. Prof. Rose Ogwang | - Chief Officer Gender Inclusion |
| 5. Mr. Holly Edward | - Legal Advisor |
| 6. Ms. Rhoda Nchagwa | - CO Water & Energy |
| 7. Mr. Achuora John | - COF |
| 8. Ms. Agnes Bange | - CSDO |
| 9. Mr. Dennis Wasike | - Director Liaison |
| 10. Mr. Kefa Owinga | - Liaison Officer |
| 11. Mr. Javason Odero | - D.D Admin |
| 12. Mr. Ogudah Walter | - Director Comms |

The Chairperson called the meeting to order at 8:05 a.m. Thereafter followed by a word of prayer.

MIN. NO.718/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Migori and Kisii County** to consider the motion on the Current State of the Nation (*PAPER NO.153*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.719/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123 and 124 sitting.

MIN. NO.720/2024

**MEETING WITH THE MIGORI & KISII
COUNTY GOVERNMENTS TO
CONSIDER A MOTION ON THE CURRENT
STATE OF THE NATION**

The Committee met with the **Governor Migori County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Migori County Government.

The Committee was taken through the submissions by the Governor Migori County Government and noted that the County has a total staff establishment of 3,270. The Male are 1,677 (51%) and female 1,593 (49%). Staff who are PWD are 100 (1.5%) hence not complaint with the not less than 5% of Persons with Disability. Migori County has an approved Staff establishment of 14,400 against the 7,554 employees employed by the County Government.

The Committee noted the highest dominant community is Luo 2,347 (71.77%), hence not complying with the County Government Act Section 65 1(e). The CECMs and CCOs are 24 with female being 8 (33.33%) while the male are 16 (66.67%). Notably no officer is a PWD. In the last three years 370 employees were recruited, comprising of 248 males (67%) and 122 females (33%).

The Committee was informed that the County Government of Migori had a total AGPO tenders awarded Kshs. 338,836,505.99 and the total procured was Kshs. 3,093,707,805.18 which translates to 10.95% AGPO compliance. The Migori County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO) despite the following challenges they are going through:

- Limited registered firms
- Limited awareness and training
- Resource constraints
- Capacity gaps such as report writing, financial management and execution
- Market barriers such as limited access to networks.
- Fear of failure from previous negative experiences or a general lack of confidence in the bidding process that discourages AGPO participants from engaging in tenders

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Sexual and gender-based violence policy of 2019,
- Formulation of Migori County People with Disabilities Bill 2023;
- Gender Mainstreaming Policy,2023
- Internship and attachment opportunities for the youths to acquire skills.

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. Migori County to provide evidence of Special groups engagement and the operations of the Migori Women empowerment fund.

MINUTES OF THE 126 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON TUESDAY 22ND OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|---------------------------|---------------------|
| 1. H.E Otuoma Paul | - GOV- Busia County |
| 2. Mr. Truphenah Alade | - County Sec- Busia |
| 3. CS John Oscar Juma | - Ag CS |
| 4. CS Dester Kapelinyanga | - Vice Chair CPSB |
| 5. Ms. Ofafa A. Julliet | - CPSB Member |
| 6. Mr. Jimmy Wandera | - ICT CPSB |
| 7. Ms. Celestine Odaba | - Clerical CPSB |
| 8. Ms. Margaret Wanyama | - Liaison |
| 9. Ms. Pamela Awori | - CECM-PSM |
| 10. Mr. Michael A. Onyura | - Chair CPSB |
| 11. H.E. Simba Arati | - GOV. Kisii County |
| 12. Mr. Alfred Nyandieka | - County Attorney |
| 13. Mr. Cowrad Owino | - C.O Revenue Mgt |

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|-----|----------------------|--------------------------|
| 14. | Mr. Alfred Moreka | - Ag. Board Secretary |
| 15. | Mr. Earnest Osoro | - County Secretary |
| 16. | Ms. Anne W. Githinji | - Kisii O.C.A |
| 17. | Mr. John Nyandanyi | - Accounts |
| 18. | Ms. Fanise Ombongi | - Payroll |
| 19. | Mr. Mutai Amos | - Engineer Kisii (Water) |

MIN. NO.723/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.724/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. James Lomenen, MP and seconded by Sen. Betty Montet, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the **Governor's Migori and Kisii County** to consider the motion on the Current State of the Nation (*PAPER NO.153*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.725/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124 and 125 sitting.

MIN. NO.726/2024

**MEETING WITH THE BUSIA & KISII
COUNTY GOVERNMENTS TO
CONSIDER A MOTION ON THE CURRENT
STATE OF THE NATION**

The Committee met with the **Governor Busia County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Busia County Government.

The Committee was taken through the submissions by the Governor Busia County Government and noted that the County has a total staff establishment of 3,935. The Male are 1,831 (46.53%) and female 2,104 (53.47%). Staff who are PWD are 44 (1.11%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee noted the highest dominant community is Luhya 2,313 (58.7%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3(30%) and CCOs are 19 with female being 5 (26.3%) while the male are 14 (73.68%). Notably one (1) officer is a PWD. In the last three years 2023 -207 employees were recruited, 2022-22 officers were recruited,2024-4 officers were recruited.

The Committee was informed that the County Government of Busia had a total AGPO tenders awarded Kshs. 78,578,394.55 and the total procured was Kshs. 2,959,384,484.00. The Busia County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO).

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include Management Response- Focus on groups of the affirmative categories, encouraging all groups to apply during recruitment.

The Committee met with the **Governor Kisii County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Kisii County Government.

The Committee was taken through the submissions by the Governor Kisii County Government noted the County has a total staff establishment of 5,617. The Male are 2,778 (49.46%) and female 2,839 (50.54%). Staff who are PWD are 103 (1.83%) hence not complaint with the not less than 5% of Persons with Disability.

The Community noted the highest and dominant community is Kisii 5,295 (94.23%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3(30%) and CCOs are 15 with female being 2 (13.33%) while the male are 13 (86.67%). Notably no officer is a PWD. In the last three years 2023 -49 employees were recruited, 2022-350 officers were recruited,2024-16 officers were recruited.

The Committee was informed the County Government of Kisii had a total AGPO tenders awarded Kshs. 1,611,589,163.40 and the total procured was Kshs. 5,371,963,378.00 representing 30% reserved for the special groups. The Kisii County Government is

committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO).

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Youth training Centre dubbed 'Ajiry' for training youths in ICT skills and financial management.
- The County signed an MOU with Stan-Bic Bank to enable women, youth and vulnerable groups access credit facilities

The Committee resolved as follows;

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. Busia County to provide an updated list of Staff employed in the County, youth engagement programs.
5. Kisii County to provide an updated Payroll List.

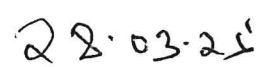
MIN. NO.727/2024 **AOB**

None

MIN. NO.728/2024 **ADJOURNMENT**

There being no other business, the meeting was adjourned at 12:45 p.m.

SIGN.....

DATE:

MINUTES OF THE 128 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 24TH OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

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

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|--------------------------|-------------------------|
| 1. Hon. Ochieng Owili | - DG-Kisumu County |
| 2. Mr. Philip Adundo | - Chief Officer |
| 3. Mr. Otieno Aluoka | - County Attorney |
| 4. CHRP. Ajode Stephen | - Dir-HRM |
| 5. Mr. Eliud O. Sotty | - Ag. Director SCM |
| 6. Ms. Caroline Agwanda | - Governors PWD Advisor |
| 7. Mr. Daniel Opiyo | - Chief of Staff |
| 8. Mr. John Oywa | - Ag Chief Officer |
| 9. Ms. Harriet Amulen | -Director HRM |
| 10. Mr. Clement Madeg | - Ag CEO PSB |
| 11. Ms. Beatrice Omollo | - DHRM-Health Dept |
| 12. H.E. Benjamin Cheboi | - GOV-Baringo County |
| 13. Mr. Felix Maiyo | - DG |

- | | | |
|-----|----------------------|------------------------------|
| 14. | Dr. Jacob Chepkwony | - County Secretary |
| 15. | Mr. Julius Bett | - Chief of Staff |
| 16. | Mr. Kibii | - Sec/CEO BCPSB |
| 17. | Ms. Peninah Bartuin | - CECM Devolution |
| 18. | Mr. Charles Kipkulei | - CO-PSA, ICT |
| 19. | Dr. Philemon Chebon | - Director- Service Delivery |
| 20. | Mr. Andrew Rotich | - Director- HR |
| 21. | Mr. Douglas Tanui | - Liaison |

MIN. NO.735/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.736/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Governor's and Kisumu and Baringo Counties to consider the Motion on the Current State of the Nation. (*PAPER NO. 156*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.737/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126 and 127 sitting.

MIN. NO.738/2024

**MEETING WITH THE KISUMU & BARINGO
COUNTY GOVERNMENTS TO
CONSIDER A MOTION ON THE CURRENT
STATE OF THE NATION**

The Committee met with **Kisumu County Government** and noted the Governor's absence and was represented by the Deputy Governor. The Committee only picked their submissions and asked them to appear after one week.

The Committee met with the **Governor Baringo County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Baringo County Government.

The Committee was taken through the submissions by the Governor Baringo County Government and noted the County has a total staff establishment of 3,764. The Male are 1,442 (38.3%) and female 2,322 (61.7%). Staff who are PWD are 38 (1%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee noted the highest dominant community is Tugen 2,921 (77.60%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3(30%) and CCOs are 19 with female being 6 (31.6%) while the male are 13 (68.4%). Notably one (1) officer is a PWD. In the last three years 2021-2022 -30 employees were recruited and in the FY 2023-2024, 228 officers were recruited.

The Committee noted the County Government of Baringo had a total AGPO tenders awarded Kshs. 422,029,704.00 and the total procured was Kshs. 2,012,605,442.00. The Baringo County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO) despite the challenges they are going through:

- Limited registered firms
- Limited awareness and training
- The development allocations in some departments are for non-tender items reducing their percentages.
- Market barriers such as limited access to networks.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

- Encouraging the youth, women and persons living with disabilities to apply for the positions advertised.
- Ensuring that during recruitments process, minorities, persons with disabilities and women are favored during selection by making sure that any position(s) being filled adheres to the regulations on a third rule on each gender.

The Committee resolved as follows:

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.

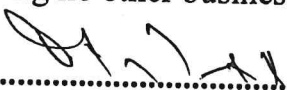
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. The Committee resolved that Kisumu County Government reappear on Wednesday, 30th October 2024 with detailed submissions.

MIN. NO.739/2024 AOB

None

MIN. NO.740/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 12:45 p.m.

SIGN.....

DATE:

MINUTES OF THE 129 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON FRIDAY 25TH OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 2, BUNGE TOWER.

PRESENT

1. Sen. Mohamed Chute, MP - Chairman
2. Sen. Joseph Githuku Kamau, MP - Member
3. Sen. Betty Batuli Montet, MP - Member
4. Sen. Beth Syengo, MP - Member
5. Sen. Mwenda Gataya Mo'Fire, MP - Member

ABSENT

6. Sen. Joyce Korir, MP - Vice-Chair
7. Sen. Raphael Chimera, MP - Member
8. Sen. James Lomenen Ekomwa, MP - Member

COMMITTEE SECRETARIAT

1. Mr. Ibrahim Leruk - Lead Clerk
2. Mr. Joseph Mwangi - Senior Clerk Assistant
3. Ms. Purity Orutwa - Clerk Assistant
4. Mr. Habbakuk Tiony - Clerk Assistant
5. Ms. Lucianne Limo - Media Relation Officer
6. Mr. Andrew Nyairo - Legal Counsel
7. Mr. Brian Omosa - Hansard Officer
8. Ms. Lorna Okatch - Research Officer

IN ATTENDANCE

1. Dr. Irungu Kang'ata - GOV-Muranga County
2. Dr. Winnie Mwangi - CECM- Service Delivery
3. Mr. Titus Waweru - DHRM
4. Ms. Lucy Ngotho - HRMO
5. Hon. Mark Wainaina - Nominated MCA
6. Hon. Esther Kamindo - Nominated MCA
7. Mr. Hassan Abdirahman - Chief of Staff
8. Mr. Brian Ndelewa - Chief Officer Planning
9. Dr. Christine Kerubo - Medical Sup Kigumo School
10. Dr. Tessa Semo Oranga - Medical Sup Ken Matiba Hosp

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|-----|--------------------------|---------------------------|
| 11. | Ms. Bridget Irungu | - CO Water |
| 12. | Mr. Meshack Kipkorir | - CO ICT |
| 13. | Mr. Leonard Guchu | -CO-Communication |
| 14. | Ms. Vainusa Yussuf Aburo | -CO-Trade |
| 15. | Ms. Angela M Kioko | -CO-TT |
| 16. | Ms. Judy N. Mbaru | -CO Revenue ESCM |
| 17. | Mr. Philemon Kibiru | - Chief of Staff |
| 18. | Mr. Benard Kariuki | - Deputy County Secretary |

MIN. NO.741/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:15 a.m. Thereafter followed by a word of prayer.

MIN. NO.742/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Governor's Meru, Murang'a and Siaya Counties to consider the Motion on the Current State of the Nation. (*PAPER NO. 157*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.743/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127 and 128 sitting.

MIN. NO.744/2024

MEETING WITH THE MERU, MURANGA & SIAYA COUNTY GOVERNMENTS TO CONSIDER A MOTION ON THE CURRENT STATE OF THE NATION

The Committee met with the Governor Murang'a County on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff

composition of the Murang'a County Government. The Committee was taken through the submissions by the Governor Murang'a County Government and noted the County has a total staff establishment of 4,982. The Male are 1,778 (36%) and female 3,204 (64%). Staff who are PWD are 38 (0.76%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee observed the highest and dominant community is Kikuyu 4,668 (93.73%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3(30%) and CCOs are 17 with female being 5 (30%) while the male are 12 (70%). Notably no officer is a PWD. In the last three years 306 officers were recruited.

The Committee was informed the County Government of Baringo had a total AGPO tenders awarded Kshs. 869,990,796.00 and the total procured was Kshs. 1,781,272,666.00. The Murang'a County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO).

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

1. Encouraging the youth, women and persons living with disabilities to apply for the positions advertised.
2. Ensuring that during recruitments process, minorities, persons with disabilities and women are favored during selection by making sure that any position(s) being filled adheres to the regulations on a third rule on each gender.
3. Internship Programme giving opportunities to young graduates so they can gain employable skills while paying them a stipend.
4. Introduction of Murang'a Youth Service that has so far engaged four thousand one hundred and forty-nine (4,149) young people.
5. Disability week in which people living with physical disabilities are issued with wheelchairs.
6. Recruitment of young people even in management positions like Chief Officers.
7. Kang'ata Care to help in terms of access to medical facilities, especially for the aged, PWDs and women.

The Committee noted the non-appearance of Meru and Siaya County Governments who requested to appear at a later date.

The Committee resolved as follows:

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. The Committee resolved that Meru and Siaya County Government reappear on Friday, 1st November 2024 with detailed submissions.
5. Murang'a County Government to resubmit well detailed submissions detailing a list of all employees in the County, all the AGPO issues and all programs the County is running.

MIN. NO.745/2024

AOB

None

MIN. NO.746/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:05 p.m.

SIGN.....

DATE:

MINUTES OF THE 131 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 31ST OCTOBER, 2024 AT 9:00AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|-----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, MP | - Vice-Chair |
| 3. Sen. Joseph Githuku Kamau, MP | - Member |
| 4. Sen. James Lomenen Ekomwa, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Mwenda Gataya Mo'Fire, MP | - Member |

ABSENT

- | | |
|-----------------------------|----------|
| 7. Sen. Raphael Chimera, MP | - Member |
| 8. Sen. Beth Syengo, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Mr. Andrew Nyairo | - Legal Counsel |
| 7. Mr. Brian Omosa | - Hansard Officer |
| 8. Ms. Lorna Okatch | - Research Officer |

IN ATTENDANCE

- | | |
|------------------------|------------------------|
| 1. H.E. Kenneth Lusaka | - GOV-Bungoma County |
| 2. Mr. William Nasongo | - CS |
| 3. Ms. Agnes Wachie | - CECM-PSMA |
| 4. Mr. Makata Joseph | - CEO-CPSB |
| 5. Mr. Alex M. Odanga | - Dir Supply Chain Mgt |
| 6. Mr. Haggai Pepela | - Director Protoco |

MIN. NO.754/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.755/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Kenya Ports Authority to deliberate on the inquiry into the status of the Access to Government Procurement Opportunities (AGPO) Programme in the Authority. (*PAPER NO. 161*)
6. Meeting with the Governor's Bungoma and Nandi Counties to consider the Motion on the Current State of the Nation. (*PAPER NO. 162*)
7. Date of the Next Meeting and Adjournment.

MIN. NO.756/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129 and 130 sitting.

MIN. NO.757/2024

**MEETING WITH THE KENYA URBAN ROADS
AUTHORITY TO INQUIRE INTO THE STATUS OF
ACCESS TO PROCUREMENT OPPORTUNITIES
PROGRAMMES**

The Committee noted the non-appearance of the **Managing Director, Kenya Ports Authority** who requested for rescheduling to appear at a later date.

MIN. NO.758/2024

**MEETING WITH THE BUNGOMA & NANDI
COUNTY GOVERNMENTS TO
CONSIDER A MOTION ON THE CURRENT
STATE OF THE NATION**

The Committee met with the **Governor Bungoma County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff

composition of the Bungoma County Government.

The Committee was taken through the submissions by the Governor Bungoma County Government and noted the County has a total staff establishment of 6,383. The Male are 2,758 (43.21%) and female 3,625 (56.79%). Staff who are PWD are 80 (1.25%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee observed the highest dominant community is Luhya 5,425 (83.74%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3(30%) and CCOs are 16 with female being 5 (31.25%) while the male are 11 (68.75%). Notably one CECM officer is a PWD. In the last three years 620 officers were recruited.

The Committee was informed the County Government of Bungoma had a total AGPO tenders awarded Kshs. 1,797,608,113.00 and the total procured was Kshs. 4,230,275,677.00. The Bungoma County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO).

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

1. Encouraging the youth, women and persons living with disabilities to apply for the positions advertised.
2. Ensuring that during recruitments process, minorities, persons with disabilities and women are favored during selection by making sure that any position(s) being filled adheres to the regulations on a third rule on each gender.
3. Internship Programme giving opportunities to young graduates so they can gain employable skills while paying them a stipend.

The Committee noted the non-appearance of **Nandi County** who requested to appear at a later date.

The Committee resolved as follows:

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.

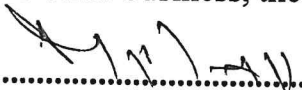
4. Bungoma County Government to resubmit well detailed submissions detailing a list of all employees in the County, all the AGPO issues and all programs the County is running.
5. To write to Kenya Ports Authority and Nandi County to appear at a later date.

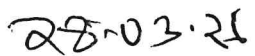
MIN. NO.759/2024 AOB

None

MIN. NO.760/2024 ADJOURNMENT

There being no other business, the meeting was adjourned at 11:15 a.m.

SIGN.....

DATE:

MINUTES OF THE 132 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON THURSDAY 14TH NOVEMBER, 2024 AT 9:00AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|-----------------------------------|--------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joyce Korir, MP | - Vice-Chair |
| 3. Sen. Joseph Githuku Kamau, MP | - Member |
| 4. Sen. James Lomenen Ekomwa, MP | - Member |
| 5. Sen. Betty Batuli Montet, MP | - Member |
| 6. Sen. Mwenda Gataya Mo'Fire, MP | - Member |
| 7. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|-----------------------------|----------|
| 8. Sen. Raphael Chimera, MP | - Member |
|-----------------------------|----------|

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Ms. Beatrice Kapei | - Legal Counsel |
| 7. Mr. Andrew Nyairo | - Legal Counsel |
| 8. Mr. Brian Omosa | - Hansard Officer |

IN ATTENDANCE

- | | |
|----------------------------|--------------------------|
| 1. Sen. Fatuma Dullo, MP | - Senator Isiolo County |
| 2. H.E. Abdi Hassan | - GOV-Isiolo County |
| 3. Mr. Dade Boru | - CS |
| 4. Hon. Banticha Abdullahi | - CECM-Tourism |
| 5. Mr. Batula Maalim | - CCO-PSM |
| 6. Mr. Mohamed Abdi | - CEO-ICPSB |
| 7. Mr. Stephen Muthomi | - SCMO |
| 8. Ms. Habiba Galgalo | -CCO-Finance |
| 9. Ms. Mohamed Ali | -Director- Communication |

MIN. NO.761/2024

PRELIMINARIES

The Chairperson called the meeting to order at 9:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.762/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Betty Montet, MP and seconded by Sen. Joseph Githuku, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Governor Isiolo County to consider the Motion on the Current State of the Nation. (*PAPER NO. 164*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.763/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130 and 131 sitting.

MIN. NO.764/2024

**MEETING WITH THE ISIOLO COUNTY
GOVERNMENTS TO CONSIDER A MOTION
ON THE CURRENT STATE OF THE NATION**

The Committee met with the **Governor Isiolo County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Isiolo County Government.

The Committee was taken through the submissions by the Governor Isiolo County Government and noted the County has a total staff establishment of 1,713. The Male are 920 (54%) and female 793 (46%). Staff who are PWD are 30 (1.8%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee observed the highest dominant community is Borana 778 (45.4%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 6 with male being 5(83.33%) while the female is one (16.67%) and CCOs are 30 with female

being 7 (23.33%) while the male are 23 (76.67%). Notably one CECM officer is a PWD. In the 2021/2022 the county government employed 84 officers, in 2022/2023 the County employed 199 officers and in 2023/2024 34 officers were recruited.

The Committee was informed the County Government of Isiolo had a total AGPO tenders awarded Kshs. 100,050,619.00. The Isiolo County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO).

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

1. Encouraging the youth, women and persons living with disabilities to apply for the positions advertised.
2. Ensuring that during recruitments process, minorities, persons with disabilities and women are favored during selection by making sure that any position(s) being filled adheres to the regulations on a third rule on each gender.
3. The County Government has formulated the following policies, Gender Policy, Social Protection Policy, Child Protection Policy and Youth Policy and Disability Policy

The Committee resolved as follows:

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. Provide an additional documentation on the projects undertaken by the County Government attaching pictorial evidence.

MIN. NO.765/2024

AOB

None

MIN. NO.766/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 12:10 p.m.

SIGN..........

DATE: 28.03.25

MINUTES OF THE 133 SITTING OF THE STANDING COMMITTEE ON NATIONAL COHESION, EQUAL OPPORTUNITY AND REGIONAL INTEGRATION HELD ON WEDNESDAY 20TH NOVEMBER, 2024 AT 8:00AM, COMMITTEE ROOM 1, BUNGE TOWER.

PRESENT

- | | |
|-----------------------------------|------------|
| 1. Sen. Mohamed Chute, MP | - Chairman |
| 2. Sen. Joseph Githuku Kamau, MP | - Member |
| 3. Sen. James Lomenen Ekomwa, MP | - Member |
| 4. Sen. Betty Batuli Montet, MP | - Member |
| 5. Sen. Mwenda Gataya Mo'Fire, MP | - Member |
| 6. Sen. Beth Syengo, MP | - Member |

ABSENT

- | | |
|-----------------------------|--------------|
| 7. Sen. Joyce Korir, MP | - Vice-Chair |
| 8. Sen. Raphael Chimera, MP | - Member |

COMMITTEE SECRETARIAT

- | | |
|-----------------------|--------------------------|
| 1. Mr. Ibrahim Leruk | - Lead Clerk |
| 2. Mr. Joseph Mwangi | - Senior Clerk Assistant |
| 3. Ms. Purity Orutwa | - Clerk Assistant |
| 4. Mr. Habbakuk Tiony | - Clerk Assistant |
| 5. Ms. Lucianne Limo | - Media Relation Officer |
| 6. Ms. Beatrice Kapei | - Legal Counsel |
| 7. Mr. Andrew Nyairo | - Legal Counsel |

IN ATTENDANCE

- | | |
|---------------------------|-----------------------|
| 1. H.E. Kawira Mwangaza | - GOV-Meru County |
| 2. Dr. Kiambi Atheru, PhD | - County Secretary |
| 3. Mr. Kainga Mitu | - Chair-MCPSB |
| 4. Mr. Ibrahim Mutwiri | - CECM-Finance |
| 5. Mr. Charles Kaibiria | - CO- Finance |
| 6. Mr. Dickson Munene | - CECM Public Service |
| 7. Mr. Benjamin Munganiah | - CECM-Youth |
| 8. Mr. Nchamba Mbithi | - Chief of Staff |
| 9. Ms. Monica Kathono | - CECM-Lands |
| 10. Ms. Virginia Kawira | - CEO/SEC CPSB |
| 11. Mr. James Mwenda | - ICT Officer |

12. Mr. Victor Mwangaza - Legal Assistant
13. Ms. Rose Guantai - Assistant PA

MIN. NO.767/2024

PRELIMINARIES

The Chairperson called the meeting to order at 8:25 a.m. Thereafter followed by a word of prayer.

MIN. NO.768/2024

ADOPTION OF THE AGENDA

The agenda of the meeting was adopted after being proposed by Sen. Beth Syengo, MP and seconded by Sen. James Lomenen, MP

AGENDA

1. Prayer;
2. Adoption of the Agenda
3. Confirmation of minutes of the previous meeting
4. Matters arising from the previous minutes
5. Meeting with the Governor Meru County to consider the Motion on the Current State of the Nation. (*PAPER NO. 165*)
6. Date of the Next Meeting and Adjournment.

MIN. NO.769/2024

CONFIRMATION OF MINUTES

The Committee deferred the Minutes of the 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131 and 132 sitting.

MIN. NO.770/2024

**MEETING WITH THE MERU COUNTY
GOVERNMENTS TO CONSIDER A MOTION
ON THE CURRENT STATE OF THE NATION**

The Committee met with the **Governor Meru County** on the implementation of resolutions of the Senate on the Motion on the Current Status of the Nation and the Committee Resolution to inquire into the representation of Kenya's diversity in the staff composition of the Meru County Government.

The Committee was taken through the submissions by the Governor Meru County Government and noted the County has a total staff establishment of 5,524. The Male are 2044 (37%) and female 3480 (63%). Staff who are PWD are 78 (1%) hence not complaint with the not less than 5% of Persons with Disability.

The Committee observed that the highest dominant community is Meru 4,964 (90%), hence not complying with the County Government Act Section 65 1(e). The CECMs are 10 with male being 7(70%) while the female are 3 (30%) and CCOs are 6 with female being 2 (25%) while the male are 6 (75%). Notably one CECM officer is a PWD. In the 2022 the county government employed 29 officers, in 2023 the County employed 238 officers and in 2024 10 officers were recruited.

The Committee was informed the County Government of Meru had a total AGPO tenders awarded Kshs. 1,074,045,283.80. The Meru County Government is committed to implementing Government Procurement Opportunities for the Youth, Women and Persons with Disabilities in the context of Access to Government Procurement Opportunities (AGPO). The County government has experienced challenges on this issue with very few PWDs coming out to take up the opportunities despite sensitization by the County Government. The other challenge is limited capacity to transact substantial contracts in terms of finances and the youth lacking financial capacity to handle substantial contracts.

Some of the affirmative action's being implemented by the County in promotion of women, youth and PWDs in leadership include;

1. Encouraging the youth, women and persons living with disabilities to apply for the positions advertised.
2. Ensuring that during recruitments process, minorities, persons with disabilities and women are favored during selection by making sure that any position(s) being filled adheres to the regulations on a third rule on each gender.
3. Capacity Building to empower women in different capacities to attend KSG for training programs on women transformative in leadership.
4. Inclusion in County Boards and Committees that ensure inclusion in proper leadership within the county.

The Committee resolved as follows:

1. To ensure that the County follows the law specifically the Public Procurement Disposal act, National Cohesion and Integration Act and County Government Act.
2. The use alternative means of job advertisement like local vernacular, social media, radio stations, local leaders to reach more people while doing targeted civic education.
3. Liaise with the NCPWD during recruitments to get a pool of applicants.
4. Provide a list of the Companies awarded AGPO contracts in the County.
5. Provide an additional documentation on the projects undertaken by the County Government attaching pictorial evidence.

6. Provide documentation on the correspondence with the National Council for Persons with Disability.

MIN. NO.771/2024

AOB

None

MIN. NO.772/2024

ADJOURNMENT

There being no other business, the meeting was adjourned at 9:30 a.m.

SIGN.....*M. A. K.*.....

DATE:*28.03.21*.....