



# **Ethnic and Diversity Audit of the County Public Service**

**National Cohesion and Integration  
Commission**

**Counties Vol. I**

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## Table of Contents

|  |      |
|--|------|
| Table of Contents .....  | iii  |
| List of Tables .....   | v    |
| List of Figures .....  | x    |
| Acknowledgements .....   | xiii |
| Preface .....  | xiv  |
| Executive Summary .....  | xv   |
| CHAPTER ONE: .....   | 1    |
| BACKGROUND .....   | 1    |
| 1.0 Introduction .....   | 1    |
| 1.1 Problem Statement .....  | 2    |
| 1.2 Objectives .....   | 3    |
| 1.3 Rationale .....  | 3    |
| 1.4 Method .....   | 4    |
| 1.5 Ethnic Identity and Categorization in Kenya .....                | 4    |
| 1.6 Definition of Terms and Concepts .....                           | 3    |
| 1.7 Organization of Chapters .....                                   | 3    |
| CHAPTER TWO: .....   | 1    |
| PUBLIC SERVICE WITHIN THE DEVOLVED SYSTEM OF GOVERNANCE .....        | 1    |
| 2.0 Devolution .....   | 1    |
| 2.1 The County Public Service .....                                  | 2    |
| 2.2 Employment at County Level: Who Employs? .....                   | 3    |
| 2.2.1 Governor .....   | 3    |
| 2.2.2 County Assembly .....  | 4    |
| 2.2.3 County Public Service Board .....                              | 4    |
| CHAPTER THREE: .....   | 6    |
| GENERAL FINDINGS .....   | 6    |
| 3.0 Counties as Big Employers .....                                  | 6    |
| 3.1 Compliance with Legal Frameworks .....                           | 7    |
| 3.2 Inheritance as a contributor to non-observance of the Law .....  | 10   |
| 3.3 Diversity in the Workplace .....                                 | 11   |
| 3.4 Governance Organs .....  | 14   |
| 3.4.1 County Executive Committee .....                               | 14   |
| 3.4.2 County Public Service Board .....                              | 16   |
| 3.4.3 County Assembly .....  | 17   |
| 3.5 Naming of Counties .....   | 19   |
| 3.6 The 'Possession Syndrome' .....                                  | 20   |
| 3.7 Intra-Ethnic Dynamics .....                                      | 20   |
| 3.8 Overall Ethnic Representation in the County Public Service ..... | 21   |
| 3.9 A Snapshot into the Ethnic Majorities in County Employment ..... | 1    |
| CHAPTER FOUR: .....  | 1    |
| ETHNIC AUDIT OF COUNTIES .....                                       | 1    |
| 4.1 Mombasa County .....   | 1    |
| 4.2 Kwale County .....   | 5    |
| 4.3 Kilifi County .....  | 10   |
| 4.4 Tana River County .....  | 14   |
| 4.5 Lamu County .....  | 20   |
| 4.6 Taita-Taveta County .....  | 24   |
| 4.7 Garissa County .....   | 28   |
| 4.8 Wajir County .....   | 33   |

|  |     |
|--|-----|
| 4.9 Mandera County .....                               | 36  |
| 4.10 Marsabit County .....                             | 40  |
| 4.11 Isiolo County .....                               | 44  |
| 4.12 Meru County .....                                 | 48  |
| 4.13 Tharaka Nithi County .....                        | 52  |
| 4.14 Embu County .....                                 | 55  |
| 4.15 Kitui County .....                                | 59  |
| 4.16 Machakos County .....                             | 64  |
| 4.17 Makueni County .....                              | 67  |
| 4.18 Nyandarua County .....                            | 71  |
| 4.19 Nyeri County.....                                 | 74  |
| 4.20 Kirinyaga County.....                             | 77  |
| 4.21 Murang'a County.....                              | 80  |
| 4.22 Kiambu County .....                               | 83  |
| 4.23 Turkana County .....                              | 87  |
| 4.24 West Pokot County .....                           | 90  |
| 4.36 Bomet County.....                                 | 133 |
| 4.37 Kakamega County .....                             | 136 |
| 4.38 Vihiga County.....                                | 139 |
| 4.39 Bungoma County.....                               | 142 |
| 4.40 Busia County.....                                 | 146 |
| 4.41 Siaya County .....                                | 149 |
| 4.42 Kisumu County .....                               | 152 |
| 4.43 Homabay County .....                              | 156 |
| 4.44 Migori County .....                               | 160 |
| 4.45 Kisii County.....                                 | 164 |
| 4.46 Nyamira County.....                               | 167 |
| 4.47 Nairobi County .....                              | 171 |
| CHAPTER FIVE: .....                                    | 177 |
| EMERGING ISSUES, CONCLUSIONS AND RECOMMENDATIONS ..... | 177 |
| 5.0 <i>Emerging Issues</i> .....                       | 177 |
| 5.1 <i>Conclusions</i> .....                           | 179 |
| 5.2 <i>Recommendations</i> .....                       | 180 |
| REFERENCES.....  | 182 |

**List of Tables**

|  |    |
|--|----|
| Table 1: Size of Employees per County.....   | 6  |
| Table 2: Counties that Comply with the CGA in New Recruitments (2013 to Present) ..  | 8  |
| Table 3: Counties that Contravene the CGA in New Appointments.....   | 9  |
| Table 4: Comparison of Composition within all staff and New Appointments .....   | 11 |
| Table 5: Number of ethnic groups included in the each County's Public Service .....  | 12 |
| Table 6: Number of Ethnic Groups in the County Executive Committees of the different Counties .....  | 15 |
| Table 7: Number of Ethnic Groups in the CPSB of various Counties.....  | 16 |
| Table 8: Ethnic distribution of County Assembly Staff in 13 counties that have employed at least 30% non-dominant community members .....                      | 18 |
| Table 9: Ethnic distribution of County Assembly staff in counties that have employed more than 70% of their staff from dominant communities in the county..... | 18 |
| Table 10: The relationship between County names and employment statistics.....   | 19 |
| Table 11: Ethnic Representation in the County Public Service of all Counties.....  | 21 |
| Table 12: Ethnic representation of the ethnic majorities in county employment .....  | 1  |
| Table 13: Ethnic Representation in the County Public Service of Mombasa County .....   | 1  |
| Table 14: Ethnic profiling of New Appointments in Mombasa County .....   | 2  |
| Table 15: Ethnic distribution of Mombasa County Assembly .....   | 4  |
| Table 16: Ethnic Audit of the CPSB of Mombasa County .....   | 4  |
| Table 17: Ethnic Balance in the CEC in Mombasa County.....   | 4  |
| Table 18: Ethnic composition of all county public servants in Kwale County .....   | 5  |
| Table 19: Ethnic representation among new appointees in Kwale County Public Service .....  | 7  |
| Table 20: Ethnic distribution of Kwale County assembly staff.....  | 9  |
| Table 21: Ethnic Profiling of the county public servants in Kilifi County .....  | 10 |
| Table 22: Ethnic Representation of New Appointments in Kilifi County Public Service .....  | 12 |
| Table 23: Ethnic balancing of Kilifi County assembly staff.....  | 13 |
| Table 24: Ethnic representation among the CPSB in Kilifi County .....  | 14 |
| Table 25: Ethnic audit of the CEC in Kilifi County .....   | 14 |
| Table 26: Ethnic Diversity within the Tana River County Public Service .....   | 15 |
| Table 27: Ethnic Representation of New Appointments in the Public Service of Tana River County.....  | 17 |
| Table 28: Ethnic Diversity in the County Assembly of Tana River County .....   | 19 |
| Table 29: Ethnic Diversity in the CPSB of Tana River County .....  | 19 |
| Table 30: Ethnic Audit of the CEC in Tana River County .....   | 19 |
| Table 31: Ethnic Representation in the County Public Service of Lamu County .....  | 20 |
| Table 32: Ethnic Representation among New Appointees in Lamu County .....  | 22 |
| Table 33: Ethnic distribution of Lamu County assembly staff .....  | 23 |
| Table 34: Ethnic diversity in the CPSB of Lamu County.....   | 24 |
| Table 35: Ethnic Audit of the CEC members in Lamu County.....  | 24 |
| Table 36: Ethnic Profiling of Taita Taveta County public servants .....  | 25 |
| Table 37: Ethnic Distribution among New Recruitments in Taita Taveta County.....   | 26 |
| Table 38: Ethnic Representation of Taita Taveta County Assembly Staff .....  | 28 |
| Table 39: Ethnic balance within the CPSB of Taita Taveta County .....  | 28 |
| Table 40: Ethnic profiling of the CEC in Taita Taveta County.....  | 28 |
| Table 41: Ethnic Distribution in the Garissa County public service .....   | 29 |
| Table 42: Ethnic Distribution of New deployments in Garissa County.....  | 30 |
| Table 43: Ethnic distribution of Garissa County Assembly staff.....  | 32 |
| Table 44: Ethnic Composition of the CPSB in Garissa County .....   | 33 |

|  |    |
|--|----|
| Table 45: Ethnic profile of the CEC in Garissa County.....                         | 33 |
| Table 46: Ethnic Distribution of Wajir County General Staff.....                   | 33 |
| Table 47: Ethnic Representation of New Appointments in Wajir County.....           | 34 |
| Table 48: Ethnic distribution of Wajir County Assembly staff.....                  | 36 |
| Table 49: Ethnic distribution of Wajir CPSB.....                                   | 36 |
| Table 50: Ethnic representation of Wajir CEC members.....                          | 36 |
| Table 51: Ethnic Composition of the Mandera Public Service.....                    | 37 |
| Table 52: Ethnic Distribution among the New appointees in Mandera County.....      | 38 |
| Table 53: Ethnic distribution of Mandera county assembly staff.....                | 40 |
| Table 54: Ethnic Profiling of the CPSB of Mandera County.....                      | 40 |
| Table 55: Ethnic composition of the CEC in Mandera County.....                     | 40 |
| Table 56: Ethnic Composition of public servants in Marsabit County.....            | 41 |
| Table 57: Ethnic Representation among New Employees in Marsabit County.....        | 42 |
| Table 58: Ethnic distribution of Marsabit County Assembly staff.....               | 43 |
| Table 59: Ethnic balance in the CPSB of Marsabit County.....                       | 44 |
| Table 60: Ethnic Distribution in the CEC of Marsabit County.....                   | 44 |
| Table 61: Ethnic Composition of staff in Isiolo County Public Service.....         | 45 |
| Table 62: Ethnic profiling of new appointments made by Isiolo County.....          | 46 |
| Table 63: Ethnic composition of the County Assembly in Isiolo County.....          | 47 |
| Table 64: Ethnic composition of the CPSB in Isiolo County.....                     | 48 |
| Table 65: Ethnic distribution of CEC members in Isiolo County.....                 | 48 |
| Table 66: Ethnic Distribution in the County Public Service of Meru County.....     | 49 |
| Table 67: Ethnic Composition of New Employees in Meru County.....                  | 50 |
| Table 68: Ethnic distribution of Meru County assembly staff.....                   | 51 |
| Table 69: Ethnic Representation in the CPSB in Meru County.....                    | 52 |
| Table 70: Ethnic Distribution in the CEC of Meru County.....                       | 52 |
| Table 71: Ethnic Distribution in the Public Service of Tharaka Nithi County.....   | 52 |
| Table 72: Representation of new staff in Tharaka Nithi County by Ethnicity.....    | 54 |
| Table 73: Ethnic profiling of Tharaka Nithi County assembly staff.....             | 55 |
| Table 74: Ethnic Diversity in the Tharaka Nithi CPSB.....                          | 55 |
| Table 75: Ethnic Representation in the CEC of Tharaka Nithi County.....            | 55 |
| Table 76: Ethnic profiling of staff in Embu County public service.....             | 56 |
| Table 77: Ethnic Diversity in the New Staff hired by Embu County.....              | 57 |
| Table 78: Ethnic distribution of Embu County assembly staff.....                   | 58 |
| Table 79: Ethnic profiling of the Embu County PSB.....                             | 59 |
| Table 80: Ethnic Representation of the CEC in Embu County.....                     | 59 |
| Table 81: Ethnic profiling of the public service in Kitui County.....              | 59 |
| Table 82: Ethnic balance within the public service of Kitui County.....            | 61 |
| Table 83: Ethnic profiling of Kitui County assembly.....                           | 63 |
| Table 84: Ethnic Representation within the CPSB in Kitui County.....               | 63 |
| Table 85: Ethnic Profiling in the CEC of Kitui County.....                         | 63 |
| Table 86: Ethnic Distribution in the county public service of Machakos County..... | 64 |
| Table 87: Ethnic balance among the new appointments of Machakos County.....        | 66 |
| Table 88: Ethnic distribution of Machakos County assembly public service.....      | 67 |
| Table 89: Ethnic Diversity of the CPSB in Machakos County.....                     | 67 |
| Table 90: Ethnic Distribution in the CEC of Machakos County.....                   | 67 |
| Table 91: Ethnic composition of employees in Makueni County.....                   | 68 |
| Table 92: Ethnic Distribution among new appointments in Makueni County.....        | 69 |
| Table 93: Ethnic distribution of Makueni County assembly employees.....            | 70 |
| Table 94: Ethnic Diversity in the CPSB of Makueni County.....                      | 71 |
| Table 95: Ethnic Distribution in the CEC of Makueni County.....                    | 71 |

|  |     |
|--|-----|
| Table 96: Ethnic Distribution of public servants in Nyandarua County.....            | 71  |
| Table 97: Composition of new staff in Nyandarua County .....                         | 73  |
| Table 98: Ethnic distribution of Nyandarua County assembly staff.....                | 73  |
| Table 99: Ethnic representation of Nyandarua county CPSB.....                        | 74  |
| Table 100: Ethnic representation of Nyandarua CEC members.....                       | 74  |
| Table 101: Ethnic Representation in the county public service of Nyeri County .....  | 74  |
| Table 102: Ethnic Balance among New Recruits in Nyeri County .....                   | 75  |
| Table 103: Nyeri county assembly staff ethnic distribution .....                     | 76  |
| Table 104: Ethnic profile of the CPSB of Nyeri County .....                          | 77  |
| Table 105: Ethnic composition in the CEC in Nyeri County .....                       | 77  |
| Table 106: Ethnic Distribution of Kirinyaga County general staff.....                | 77  |
| Table 107: Composition of new staff by ethnic group in Kirinyaga County .....        | 78  |
| Table 108: Ethnic distribution of Kirinyaga County assembly staff .....              | 79  |
| Table 109: Ethnic profiling in the CPSB of Kirinyaga County .....                    | 79  |
| Table 110: Ethnic Representation in the CEC of Kirinyaga County .....                | 79  |
| Table 111: Ethnic distribution in the county public service in Murang'a County ..... | 80  |
| Table 112: Ethnic balance in the new appointments within Murang'a County .....       | 81  |
| Table 113: Ethnic distribution of Murang'a county assembly staff .....               | 82  |
| Table 114: Ethnic Composition of the CPSB in Murang'a County.....                    | 82  |
| Table 115: Ethnic Distribution among CEC members in Murang'a County .....            | 83  |
| Table 116: Ethnic profiling in Kiambu County's public service.....                   | 83  |
| Table 117: Ethnic Distribution among New appointments in Kiambu County .....         | 85  |
| Table 118: Ethnic distribution of Kiambu County assembly staff.....                  | 86  |
| Table 119: Composition of the CPSB by ethnic group .....                             | 86  |
| Table 120: Ethnic balance in the CEC of Kiambu County .....                          | 86  |
| Table 121: Ethnic Representation in Turkana County Public Service.....               | 87  |
| Table 122: Composition of new employees in Turkana County's public service .....     | 88  |
| Table 123: Ethnic representation of Turkana County assembly staff .....              | 89  |
| Table 124: Ethnic diversity within the CPSB of Turkana County.....                   | 90  |
| Table 125: Ethnic profile of the CEC in Turkana County .....                         | 90  |
| Table 126: Ethnic composition among staff in West Pokot County .....                 | 90  |
| Table 127: Ethnic Distribution among new employees in West Pokot County .....        | 91  |
| Table 128: Ethnic distribution of West Pokot County assembly staff.....              | 92  |
| Table 129: Ethnic profile of the CPSB of West Pokot County .....                     | 92  |
| Table 130: Ethnic Composition in the CEC of West Pokot County.....                   | 93  |
| Table 131: Ethnic composition of county public servants in Samburu County.....       | 93  |
| Table 132: Ethnic Profiling of the new appointments in Samburu County .....          | 95  |
| Table 133: Ethnic composition of the CPSB of Samburu County.....                     | 96  |
| Table 134: Ethnic Representation of the CEC of Samburu County.....                   | 96  |
| Table 135: Ethnic balance among staff of Trans Nzoia County .....                    | 96  |
| Table 136: Ethnic Distribution in Trans Nzoia County's new appointments .....        | 98  |
| Table 137: Ethnic distribution of Trans Nzoia county assembly staff .....            | 99  |
| Table 138: Ethnic Diversity of the CPSB of Trans Nzoia County.....                   | 99  |
| Table 139: Ethnic Representation in the CEC of Trans Nzoia County.....               | 99  |
| Table 140: Ethnic Composition of staff in Uasin Gishu County .....                   | 100 |
| Table 141: Ethnic Distribution among new appointments in Uasin Gishu County ...      | 102 |
| Table 142: Uasin Gishu County Assembly Staff Ethnic Distribution .....               | 102 |
| Table 143: Ethnic profiling in the CPSB of Uasin Gishu County .....                  | 103 |
| Table 144: Ethnic Representation in the CEC of Uasin Gishu County.....               | 103 |
| Table 145: Ethnic Diversity in Elgeyo Marakwet County's Public Service .....         | 103 |

|  |     |
|--|-----|
| Table 146: Ethnic Balancing in new appointments made by the Elgeyo Marakwet County.....      | 105 |
| Table 147: Ethnic representation of Elgeyo Marakwet county assembly staff.....               | 106 |
| Table 148: Ethnic composition of the CEC in Elgeyo Marakwet County.....                      | 106 |
| Table 149: Ethnic composition of staff in Nandi County.....                                  | 107 |
| Table 150: Ethnic Diversity among the new appointments in Nandi County.....                  | 108 |
| Table 151: Ethnic distribution of Nandi County Assembly staff.....                           | 108 |
| Table 152: Ethnic Affiliation of the CPSB members in Nandi County.....                       | 109 |
| Table 153: Ethnic profile of the CEC in Nandi County.....                                    | 109 |
| Table Table 154: Ethnic Representation in the county public service of Baringo County.....   | 109 |
| Table 155: Ethnic Diversity among staff employed after 2013 in Baringo County.....           | 111 |
| Table 156: Ethnic distribution of Baringo County assembly general staff.....                 | 112 |
| Table 157: Ethnic diversity of the CPSB in Baringo County.....                               | 113 |
| Table 158: Ethnic Distribution within the CEC of Baringo County.....                         | 113 |
| Table 159: Ethnic Balance among all Staff in Laikipia County public service.....             | 114 |
| Table 160: Ethnic profile of the new recruitments in Laikipia County.....                    | 116 |
| Table 161: Ethnic distribution of Laikipia county assembly staff.....                        | 117 |
| Table 162: Ethnic Balance within the CPSB of Laikipia County.....                            | 117 |
| Table 163: Ethnic Representation among the CEC of Laikipia County.....                       | 117 |
| Table 164: Ethnic Diversity among all staff of Nakuru County.....                            | 118 |
| Table 165: Ethnic Distribution in the New appointments of Nakuru County.....                 | 120 |
| Table 166: Ethnic representation of Nakuru county assembly employees.....                    | 121 |
| Table 167: Ethnic Diversity in the CPSB of Nakuru County.....                                | 121 |
| Table 168: Ethnic Representation of the CEC of Nakuru County.....                            | 122 |
| Table 169: Ethnic Representation in Narok County public service.....                         | 122 |
| Table 170: Ethnic Distribution in Narok County's new recruitments.....                       | 124 |
| Table 171: Ethnic profiling of Narok county assembly staff.....                              | 125 |
| Table 172: Ethnic balance in the CPSB of Narok County.....                                   | 125 |
| Table 173: Ethnic profile of the CEC in Narok County.....                                    | 125 |
| Table 174: Ethnic Composition of Staff in Kajiado County.....                                | 126 |
| Table 175: Ethnic Representation among new employees in Kajiado County.....                  | 128 |
| Table 176: Ethnic distribution of Kajiado County Assembly Staff.....                         | 129 |
| Table 177: Ethnic Distribution in Kajiado CPSB.....  | 129 |
| Table 178: Ethnic Representation of the CEC in Kajiado County.....                           | 129 |
| Table 179: Ethnic Diversity in Kericho County's public service.....                          | 130 |
| Table 180: Ethnic Representation among Kericho County New Appointments.....                  | 131 |
| Table 181: Ethnic distribution of Kericho County Assembly.....                               | 132 |
| Table 182: Ethnic Profile of the CPSB of Kericho County.....                                 | 133 |
| Table 183: Ethnic Analysis of the CEC in Kericho County.....                                 | 133 |
| Table 184: Ethnic Diversity of all staff in Bomet County.....                                | 133 |
| Table 185: Ethnic Distribution of Staff among the new appointments made by Bomet County..... | 134 |
| Table 186: Ethnic distribution of Bomet County assembly staff.....                           | 135 |
| Table 187: Ethnic Profile of the CPSB members of Bomet County.....                           | 135 |
| Table 188: Ethnic Composition of the members of the CEC in Bomet County.....                 | 136 |
| Table 189: Ethnic Diversity in the Kakamega County Public Service.....                       | 136 |
| Table 190: Ethnic Distribution among new staff in Kakamega County.....                       | 137 |
| Table 191: Ethnic distribution of Kakamega county assembly.....                              | 138 |
| Table 192: Ethnic profile of the CPSB in Kakamega County.....                                | 138 |
| Table 193: Ethnic Balance within the CEC of Kakamega County.....                             | 139 |

|  |     |
|--|-----|
| Table 194: Ethnic Representation of Staff in Vihiga County Public Service .....      | 139 |
| Table 195: Ethnic Distribution among new employees in Vihiga County .....            | 140 |
| Table 196: Ethnic Distribution among County Assembly staff in Vihiga County .....    | 141 |
| Table 197: Ethnic Analysis of the CPSB of Vihiga County .....                        | 141 |
| Table 198: Ethnic profile of the members of the CEC in Vihiga County .....           | 142 |
| Table 199: Ethnic Representation among all Staff in Bungoma County.....              | 142 |
| Table 200: Ethnic Distribution among New appointments within Bungoma County.         | 144 |
| Table 201: Ethnic distribution of Bungoma county assembly staff.....                 | 145 |
| Table 202: Ethnic Audit of the CPSB in Bungoma County .....                          | 145 |
| Table 203: Ethnic Distribution in the CEC of Bungoma County.....                     | 145 |
| Table 204: Ethnic Audit of all Staff in Busia County .....                           | 146 |
| Table 205: Ethnic analysis of new appointments in Busia County .....                 | 147 |
| Table 206: Ethnic distribution of Busia County Assembly. ....                        | 148 |
| Table 207: Ethnic Representation in the CPSB of Busia County .....                   | 148 |
| Table 208: Representation within the CEC of Busia County by Ethnicity .....          | 149 |
| Table 209: Ethnic Diversity of all Staff in Siaya County .....                       | 149 |
| Table 210: Ethnic composition of new appointments in Siaya County.....               | 151 |
| Table 211: Ethnic distribution of Siaya County assembly staff.....                   | 151 |
| Table 212: Ethnic Analysis of the members of the CPSB in Siaya County .....          | 152 |
| Table 213: Ethnic Audit of the CEC in Siaya County.....                              | 152 |
| Table 214: Ethnic Representation in the Kisumu County public service .....           | 153 |
| Table 215: Ethnic Audit of new appointments in Kisumu County .....                   | 154 |
| Table 216: Ethnic profiling of Kisumu County Assembly general staff.....             | 155 |
| Table 217: Ethnic Representation in the CPSB of Kisumu County .....                  | 156 |
| Table 218: Ethnic Analysis of the membership of the CEC in Kisumu County .....       | 156 |
| Table 219: Ethnic Representation in the Homabay County Public Service .....          | 157 |
| Table 220: Ethnic Distribution of new employees in Homabay County.....               | 158 |
| Table 221: ethnic distribution of Homa-bay county assembly staff .....               | 159 |
| Table 222: Ethnic Diversity in the CPSB of Homabay County .....                      | 160 |
| Table 223: Ethnic Audit of the CEC in Homabay County .....                           | 160 |
| Table 224: Ethnic Distribution among all Staff in Migori County .....                | 161 |
| Table 225: Ethnic Diversity among New Employees in Migori County .....               | 162 |
| Table 226: Ethnic profiling of Migori county assembly staff .....                    | 163 |
| Table 227: Ethnic Audit of the CPSB in Migori County .....                           | 163 |
| Table 228: Ethnic Representation in the CEC of Migori County .....                   | 164 |
| Table 229: Ethnic diversity of the Public Servants in Kisii County .....             | 164 |
| Table 230: Ethnic Representation in the New Appointments done by Kisii County...     | 166 |
| Table 231: Ethnic Identity of members of the CPSB of Kisii County .....              | 167 |
| Table 232: Ethnic composition of the CEC in Kisii County.....                        | 167 |
| Table 233: Ethnic Distribution of Staff in Nyamira County .....                      | 168 |
| Table 234: Ethnic Diversity in New Deployments within Nyamira County .....           | 169 |
| Table 235: Ethnic representation of Nyamira County Assembly staff .....              | 170 |
| Table 236: Ethnic Audit of the CPSB in Nyamira County .....                          | 170 |
| Table 237: Ethnic profile of the CEC in Nyamira County.....                          | 171 |
| Table 238: Ethnic Representation of all staff in Nairobi County public service ..... | 171 |
| Table 239: Ethnic Distribution among New appointees in Nairobi County .....          | 174 |
| Table 240: Nairobi County Assembly staff ethnic representation.....                  | 175 |
| Table 241: Ethnic Diversity in Nairobi County's CPSB .....                           | 175 |
| Table 242: Ethnic Audit of CEC members in Nairobi County .....                       | 176 |

**List of Figures**

|   |    |
|---|----|
| Figure 1: The Structure of the County .....   | 2  |
| Figure 2: Summary of Constitutional Obligations on Representation of Diversity .....      | 5  |
| Figure 3: Ethnic Profiling of the New Appointments in Mombasa County .....                | 3  |
| Figure 4: Ethnic composition of all county public servants in Kwale County .....          | 7  |
| Figure 5: Ethnic representation among new appointees in Kwale County Public Service ..... | 8  |
| Figure 6: Ethnic representation of Kilifi County Public Service .....                     | 11 |
| Figure 7: Ethnic Representation of New Appointments in Kilifi County .....                | 13 |
| Figure 8: Ethnic Diversity within the Tana River County Public Service .....              | 16 |
| Figure 9: Ethnic Representation in the Public Service of Tana River County .....          | 18 |
| Figure 10: Ethnic Representation in the County Public Service of Lamu County .....        | 21 |
| Figure 11: Ethnic Representation among New Appointees in Lamu Count .....                 | 23 |
| Figure 12: Ethnic Profiling of Taita Taveta County public servants .....                  | 26 |
| Figure 13: Ethnic Distribution among New Recruitments in Taita Taveta County .....        | 27 |
| Figure 14: Ethnic Distribution in the Garissa County public service .....                 | 30 |
| Figure 15: Ethnic Distribution of New deployments in Garissa County .....                 | 32 |
| Figure 16: Ethnic distribution of Wajir County general staff .....                        | 34 |
| Figure 17: Ethnic representation of New Appointments in Wajir County .....                | 35 |
| Figure 18: Ethnic Composition of the Mandera Public Service .....                         | 38 |
| Figure 19: Ethnic Distribution among the New appointees in Mandera County .....           | 39 |
| Figure 20: Ethnic Composition of public servants in Marsabit County .....                 | 42 |
| Figure 21: Ethnic Representation among new employees in Marsabit County .....             | 43 |
| Figure 22: Ethnic Composition of staff in Isiolo County .....                             | 46 |
| Figure 23: Ethnic profiling of new appointments made by Isiolo County .....               | 47 |
| Figure 24: Ethnic Distribution in the County Public Service of Meru County .....          | 50 |
| Figure 25: Ethnic Composition of New Employees in Meru County .....                       | 51 |
| Figure 26: Ethnic Distribution in the public service of Tharaka Nithi County .....        | 53 |
| Figure 27: Representation of New Staff in Tharaka Nithi County by Ethnicity .....         | 54 |
| Figure 28: Ethnic profiling of staff in Embu County public service .....                  | 56 |
| Figure 29: Ethnic Diversity in the New Staff hired by Embu County .....                   | 58 |
| Figure 30: Ethnic profiling of the public service in Kitui County .....                   | 61 |
| Figure 31: Ethnic balance within the public service of Kitui County .....                 | 62 |
| Figure 32: Ethnic Distribution in the county public service of Machakos County .....      | 65 |
| Figure 33: Ethnic balance among the New Appointments of Machakos County .....             | 66 |
| Figure 34: Ethnic composition of employees in Makueni County .....                        | 69 |
| Figure 35: Ethnic Distribution among new appointments in Makueni County .....             | 70 |
| Figure 36: Ethnic Distribution of public servants in Nyandarua County .....               | 72 |
| Figure 37: Composition of new staff in Nyandarua County .....                             | 73 |
| Figure 38: Ethnic Representation in the County Public Service of Nyeri County .....       | 75 |
| Figure 39: Ethnic Balance among New Recruits in Nyeri County .....                        | 76 |
| Figure 40: Ethnic Distribution in the county public service of Kirinyaga County .....     | 78 |
| Figure 41: Composition of new staff by ethnic group in Kirinyaga County .....             | 79 |
| Figure 42: Ethnic distribution in the county public service in Murang'a County .....      | 81 |
| Figure 43: Ethnic balance in the new appointments within Murang'a County .....            | 82 |
| Figure 44: Ethnic profiling in Kiambu County's public service .....                       | 84 |
| Figure 45: Ethnic Distribution among New appointments in Kiambu County .....              | 85 |
| Figure 46: Ethnic Representation in Turkana County Public Service .....                   | 88 |
| Figure 47: Composition of new employees in Turkana County .....                           | 89 |
| Figure 48: Ethnic composition among staff in West Pokot County .....                      | 91 |
| Figure 49: Ethnic Distribution among new employees in West Pokot County .....             | 92 |

|  |     |
|--|-----|
| Figure 50: Ethnic composition of county public servants in Samburu County .....              | 94  |
| Figure 51: Ethnic balance among staff of Trans Nzoia County .....                            | 97  |
| Figure 52: Ethnic Distribution in Trans Nzoia County's new appointments .....                | 98  |
| Figure 53: Ethnic Composition of staff in Uasin Gishu County .....                           | 101 |
| Figure 54: Ethnic Distribution among new appointments in Uasin Gishu County ...              | 102 |
| Figure 55: Ethnic Diversity in Elgeyo Marakwet County's public service .....                 | 104 |
| Figure 56: Ethnic Balance in new appointments made by the Elgeyo Marakwet County .....       | 105 |
| Figure 57: Ethnic composition of staff in Nandi County .....                                 | 107 |
| Figure 58: Ethnic Diversity among the new appointments in Nandi County .....                 | 108 |
| Figure 59: Ethnic Representation in the county public service of Baringo County....          | 111 |
| Figure 60: Ethnic distribution of Baringo county new Appointment .....                       | 112 |
| Figure 61: Ethnic Balance among all Staff in Laikipia County public service .....            | 115 |
| Figure 62: Ethnic profile of the new recruitments in Laikipia County.....                    | 116 |
| Figure 63: Ethnic distribution of Nakuru County employees.....                               | 119 |
| Figure 64: Ethnic Distribution in the New appointments of Nakuru County .....                | 120 |
| Figure 65: Ethnic Representation in Narok County public service.....                         | 123 |
| Figure 66: Ethnic Distribution in Narok County's new recruitments .....                      | 124 |
| Figure 67: Ethnic Composition of Staff in Kajiado County.....                                | 127 |
| Figure 68: Ethnic Representation among new employees in Kajiado County .....                 | 128 |
| Figure 69: Ethnic Diversity in Kericho County's public service .....                         | 131 |
| Figure 70: Ethnic Representation among Kericho County New Appointments .....                 | 132 |
| Figure 71: Ethnic Diversity of all staff in Bomet County.....                                | 134 |
| Figure 72: Ethnic Distribution of Staff among the new appointments made by Bomet County..... | 135 |
| Figure 73: Ethnic Diversity in the Kakamega County Public Service .....                      | 137 |
| Figure 74: Ethnic Distribution among new staff in Kakamega County .....                      | 138 |
| Figure 75: Ethnic composition of staff in Vihiga County.....                                 | 140 |
| Figure 76: Ethnic Distribution among new employees in Vihiga County .....                    | 141 |
| Figure 77: Ethnic Representation among all Staff in Bungoma County .....                     | 143 |
| Figure 78: Ethnic Distribution among New appointments within Bungoma County .                | 144 |
| Figure 79: Ethnic Audit of all Staff in Busia County .....                                   | 147 |
| Figure 80: Ethnic analysis of new appointments in Busia County.....                          | 148 |
| Figure 81: Ethnic Diversity of all Staff in Siaya County.....                                | 150 |
| Figure 82: Ethnic composition of new appointments in Siaya County .....                      | 151 |
| Figure 83: Ethnic Representation in the Kisumu County public service.....                    | 154 |
| Figure 84: Ethnic Audit of new appointments in Kisumu County.....                            | 155 |
| Figure 85: Ethnic Representation in the Homabay County Public Service .....                  | 158 |
| Figure 86: Ethnic Distribution of new employees in Homabay County .....                      | 159 |
| Figure 87: Ethnic Diversity among New Employees in Migori County.....                        | 163 |
| Figure 88: Ethnic diversity of the Public Servants in Kisii County .....                     | 165 |
| Figure 89: Ethnic Representation in the New Appointments done by Kisii County ...            | 166 |
| Figure 90: Ethnic Distribution of Staff in Nyamira County.....                               | 169 |
| Figure 91: Ethnic Diversity in New Deployments within Nyamira County .....                   | 170 |
| Figure 92: Ethnic Representation of all staff in Nairobi County public service .....         | 173 |
| Figure 93: Ethnic Distribution among New appointees in Nairobi County .....                  | 174 |

**Abbreviations**

|      |  |
|------|--|
| CASB | County Assembly Service Board                |
| CDF  | Constituency Development Fund                |
| CEC  | County Executive Committee                   |
| CGA  | County Government Act                        |
| CMR  | County Minority Register                     |
| CPSB | County Public Service Board                  |
| DDCs | District Development Committees              |
| DDPs | District Development Plans                   |
| DFRD | District Focus for Rural Development         |
| KNBS | Kenya National Bureau of Statistics          |
| NCIC | National Cohesion and Integration Commission |
| SRDP | Special Rural Development Programme          |

## Preface

This study report grows from the need to ensure inclusivity in national and county government processes. Besides being some of the biggest employers, county governments are also major platforms upon which communities can access, participate and benefit from public service functions.

Having been established by an Act of Parliament to implement programmes that promote inclusivity, eliminate discrimination and protect diversity in most spheres of public life, the National Cohesion and Integration Commission (NCIC) found it prudent to interrogate the level of inclusiveness within the county public service in order to mitigate some of the deeply held misgivings about negative ethnicity in Kenya.

The study, which was done between November 2014 and August 2015, presents findings drawn from the forty seven counties in the country. Thirty two counties have breached the provision of section 65 of the County Government Act in the appointments made since the commencement of their operations in 2013. Given the importance of representation of diversity in the county public service, this report recommends several strategies that will enable the counties to adhere to the existing legal frameworks thereby improving cohesion levels in their jurisdictions.

It is the conviction of this Commission, that through this Report, county governments will strive to be more inclusive and Kenyans will remain vigilant in holding counties accountable for the obligations vested on them by law. In addition, by publishing this report entitled “Ethnic and Diversity Audit of County Governments”, the Commission has presented this country with policy recommendations that will ensure ethnic equality and equitable distribution of opportunities in the county public service. If well implemented, this will lead to enhanced unity of purpose amongst Kenyans of all walks of life.

Hon. Francis Ole Kaparo, EGH, SS

**COMMISSION CHAIRMAN**

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This Report is based on research conducted in all counties of Kenya between 2014 and 2015. It would not be what it is without the contributions of several persons who each played an important role.

First, the Commission thanks the office of the Governor in all counties for facilitating the process of gathering data from the different organs within their counties. Special gratitude goes to the County Public Service Boards and the County Assembly Service Boards for being accessible, offering information and giving their time to engage with the Commission in various meetings. Appreciation particularly goes to the caucus of chairpersons of all Public Service Boards for inviting the Commission to share the progress of the research and for affirming their commitment to inclusivity in the county public service.

The collaboration accorded by the Joint Parliamentary Committee on National Cohesion and Equal Opportunity in this endeavor cannot be gainsaid. The appreciation is particularly attributed to the fact that this partnership strengthens the national focus on diversity and unity of purpose among Kenyans.

The Commission would like to acknowledge with gratitude the support of its Commissioners for offering clear policy guidance and safeguarding quality in the course of the development of this Report. Similarly, appreciation is due to the Research, Policy and Planning Committee members, Comm. Linda Ochiel, Comm. Dr. Nasongo Wamocha and Comm. Prof. Naituli Gitile, without whose constructive criticism and progressive guidance, this Report would not have seen the light day.

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To all those who took part in this study in one way or another, while I may not mention you by name, kindly accept the Commission's appreciation. In spite of the various contributions from the aforementioned, NCIC has made every effort to verify the information in this Report at the time of writing. As such, it retains responsibility for the accuracy of the views expressed and the evidence presented.

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

## Executive Summary

National cohesion plays a key role in the development agenda of Kenya. In fact, Vision 2030 considers social cohesion a major pillar in securing Kenya's growth into a middle income economy. Being the main driver of national development, any government requires an effective and efficient public service through which its mission is channeled and implemented.

It is on this basis that NCIC commissioned a study to investigate one of the barriers to an effective and efficient public service through the assessment of the representation of ethnic diversity in the county public service. This study Report interrogates the purported ethnic inequalities and imbalances in the county public service, as a due diligence mechanism for establishment of a public service that enjoys public confidence and trust.

The methods of analysis of this Report include quantitative horizontal and vertical analyses of the ethnic representation of employees within and across county public service.

The essence of diversity in Kenya cannot be gainsaid. Article 232 (1) (ii) of the Constitution provides for 'affording adequate and equal opportunities for appointment, training, advancement at all levels of the public service of...the members of all ethnic groups.' On the other hand, Section 7(1) of the NCI Act stipulates that 'All public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff'.

The establishment of the county public service has reinforced the fact that Government is the biggest employer in Kenya. The study reveals that the county public service has 116,852 employees. This is slightly lower than the national civil service which stood at over 211,000 as of 2011 (NCIC, 2011). Nevertheless, variances occurred between counties as the highest employer (Nairobi) had 11067 and the lowest (Lamu) had 749 employees.

The study reveals that new appointments made since the counties were established (2013 to date) have contravened the law. Only 15 counties (31.9%) have adhered to section 65 of the CGA by giving more than 30% of the vacancies at entry level to members of ethnic groups that are not dominant in their precincts. In fact 68.1% of the counties have hired more than 70 percent of their staff from one ethnic group. This implies that in spite of the existing law, new recruitments continue to contravene the provisions of the law.

On the overall, counties such as Kilifi, Mombasa, and Kwale with 33, and Nakuru with 31 ethnic groups each seemed to have generated a wider inter-ethnic interaction platform as opposed to others such as Kirinyaga, Nandi and Nyeri with 9, 10 and 11 respectively. Observation made from the study affirms that counties with a wider inter-ethnic representation, tended to adhere to legal expectations, even if measured against the stipulation of the CGA. Similarly, counties with leaner ethnic group representation tended to flout the provision in the CGA.

Diverse representation of communities within governance organs at county level is pertinent if these organs are to ensure the protection and promotion of the interests and rights of all citizens. The study however found out that County Executive Committees in 18 counties were mono-ethnic while 22 County Public Service Boards are made up of only one ethnic group. In contextualizing these findings, the study took note of the disregarded role of the Governor's office and the County Assemblies in ensuring that CECs and CPSBs are representative, and denoted that strict adherence to the stipulation in the CGA is required.

Only 13 County Assemblies (27.6%) have recruited at least thirty percent of their employees from the non-dominant ethnic group while 34 County Assemblies have employed more than 70% from one dominant ethnic group in the County. Two County Assemblies i.e. Kirinyaga and Nandi, have recruited only one ethnic group in the entire assembly workforce.

The naming of certain counties may be seen as giving some groups an advantage in the claim of opportunities within the county. The names of counties such as Samburu, Kisii, Tharaka Nithi, Nandi, Turkana, West Pokot, Embu and Meru among other perceptions of discrimination as they seem to give entitlement benefits to the said groups. The study revealed that of these eight counties, seven accorded over 90% of posts to the named groups. The study also found out that the County Public Service Board and the County Executive Committee of Taita Taveta County are composed only of the Taita and the Taveta.

The perception that counties were created for local people to wholly benefit from the financial, human and natural resources is misguided. This is aggravated by the fact that county policies such as flags seem to emphasize the indigeneity of certain groups within the county. Some Kenyans feel that this may crystalize tribalism as other communities feel more disenfranchised.

While the law has provided for ethnic inclusion, empirical evidence points to some complexities internal to the ethnic group. Most counties alluded to the fact that even within the dominant group, the question of majority and minority groups constituting them existed. The difficulty here is that some sub-ethnic groups feel excluded even when the dominant groups to which they belong have more than the legally allowed 70% in job allocation. For instance, Bungoma County ought not to have more than 70% of its staff from the Luhya community. Yet, the county needs to take into consideration the complexities of including all minority sub groups such as the Tachoni and the Batura within this portion.

The study indicated a higher representation of diversity when employees of all county governments were projected together with the majority Kikuyu forming 22.9% of county employees. Nevertheless, county employment has completely excluded some minority communities such as the Dasanech Shangil, Leysan, and Galjeel. Other communities such as the Gosha, Gabra, Rendille, Suba, Kuria, Teso, Mijikenda, Luo, Somali, Luhya, Meru, and Turkana are underrepresented in the service since their proportion is lower in employment compared to their population percentage.

The study discovered some impediments to compliance with legal requirements on diversity. These include stereotypes and misconceptions about counties, fear of the unknown, lack of independence of CPSBs, political interference in recruitment processes, inadequacy of institutional checks and balances, the thin balance between diversity and merit, as well as misinterpretation of section 65 of the CGA.

The findings of this Report allude to the fact that employment in the County Public Service is not only inequitable but skewed towards the dominant groups in the County. Additionally, there are communities that are highly underrepresented yet others are completely excluded from accessing these opportunities. Both the country and the county governments must focus attention to this crisis and implement strategies that will address these inequalities. If equitable distribution of public employment is enhanced, feelings of exclusion, marginalization and tension could be averted leading to a less tense society.

The Commission extends several recommendations to various stakeholders. First, the CPSBs are required to undertake annual ethnic and diversity audits of the county public service by submitting their employees' data to the Commission. Secondly, the Commission should build the capacity of

employment organs at the county level on ethnic auditing procedures and analysis. Capacity of these organs can also be improved if the Kenya School of Government establishes continuous and modular learning processes for the CPSBs and CASBs, on the various statutes, policy documents and related changes when and if they occur. The NCIC, Counties and the Public Service Commission should develop a County Minority Register (CMR) of the minority and marginalized communities with an aim of tracking the progressive attainment of inclusion and fair representation in the County Public Service.

In addition, the Government, both national and county, should invest in pragmatic grassroots driven reconciliation processes in order to address some of the deep seated conflict drivers across communities. To improve the working environment for non-dominant communities, Counties should bar the use of local languages in public spaces within the County Offices. On the other hand, the Council of Governors, chairs of CPSB and the Inter-Governmental Relations Agency should initiate an inter-county transfer system. At national level, the Salaries and Remuneration Commission should harmonize salaries across counties to enable effectiveness of such a transfer system. Last but not least, the Joint Parliamentary Committee on National Cohesion and Equal Opportunities should support NCIC's request for increased funding to implement cohesion strategies.

## CHAPTER ONE: BACKGROUND

### 1.0 Introduction

In its most basic definition, decentralization is the transfer of part of the powers of the central government to regional or local authorities. Some argue that centralization is in response to the need for national unity, whereas decentralization is in response to demands for diversity. Both forms of administration coexist in different political systems. There seems to be a consensus since the 1980s that too much centralization or absolute local autonomy are both harmful and that it is necessary to establish a system of collaboration between the national, regional and local centers of decision-making.

Since independence, Kenya has attempted various mechanisms of decentralization most of which have oscillated between de-concentration, delegation and privatization. The Constitution of Kenya provided for regional governments that sought to give all parts of the country self-rule. However, with the dissolution of the Kenya African Democratic Union, the proponent of *majimbo*, regional governments were scrapped from the 1964 Constitution and instead the Provincial Administration was re-established.

It is only through the establishment of local authorities that Kenya adopted true devolution. The local authorities had political powers to elect their own leaders such as mayors, chairpersons and councilors who provide oversight in the management of the councils, administrative powers to employ their own staff who were charged with the delivery of certain public goods and services and fiscal powers to have their own budgets that are read and approved by the council assembly and to raise their own revenues through collection of assigned taxes and fees.

However, over time administrative, fiscal and political powers were ripped off the local authorities reducing them to delegated units. They became heavily dependent on the national government for revenue, making them vertically accountable. On the other hand, the Ministry of Local Government had the power to quash decisions, including nominations of Council Members, rendering them devoid of sufficient political power. Additionally, the Chief Executive Officer of the local authority, the Clerk, was appointed by the central government and could be transferred at will. This meant that true administrative powers were with the central government.

Other mechanisms have been established to ensure decentralization of government provisioning. These include the Special Rural Development Programme (SRDP) in 1974 which was not operationalised due to limitations of resources, the 1983 District Focus for Rural Development (DFRD), the District Development Committees (DDCs) that initiated District Development Plans (DDPs), and various decentralized financing initiatives such as CDF.

At its core, the Constitution of Kenya, 2010 is one that embraces decentralization / devolution as the primary structure of government. This is a radical departure from the centralized structure of government that Kenya had been having for almost 50 years. The goal of the devolution adopted in the Constitution was to give the people at the grassroots more control over decisions and governance actions that affect them directly. This was meant to greatly contribute to the eradication of Corruption, Tribalism and Impunity.

### **1.1 Problem Statement**

This background begs the question, does devolution enhance equitable sharing of resources? Article 6 of the Constitution divides the Kenyan territory into forty seven counties as presented in its first schedule. The main aim behind this system of government is to enhance equitable sharing of national and local resources.

Upon the establishment of the county governments, the emerging debate of competing paradigms between county hood vs. nationhood arose. In some counties, certain ethnic groups are seen as ‘people of the county’ while others are perceived as ‘people from without’ the county. These identity markers seem to be a function in the resource sharing process within counties leading to minimal involvement or total exclusion of some ethnic communities specifically in employment at the county level.

Since inception, devolution has afforded cohesion building both challenges and opportunities. The impediments include perception of increased tribalism, nepotism and favoritism in the sharing of resources. County governments are under a constitutional and legal obligation to promote national values including harmonious relations and respect for diversity by addressing the problem of exclusion, discrimination and marginalization. Kenyan laws in their totality place duties of equality, non-discrimination, equity, fairness, transparency, accountability, diversity and meritocracy on the county governments to further protect non-dominant groups that have been the

subject of historical exclusion, discrimination and marginalization. These guidelines and principles place an obligation on county governments in actualizing these rights. This study attempted to assess the observance of these legal obligations by evaluating the ethnic and diversity representation within the county public service of Kenya's forty seven counties.

This report, 'Ethnic Diversity Audit of County Governments' is the third in a series of reports on 'Diversity Audit in the Public Sector in Kenya'. It is based on an analysis of the data that was submitted to the National Cohesion and Integration Commission (NCIC) by the counties on their employees. The County Public Service Boards and the County Assembly Service Boards were given a questionnaire to fill using self-identification and ethnic affiliation as required by the law.

### **1.2 Objectives**

As earlier stated, the main objective of this study is to assess the ethnic and diversity representation within the county public service of the forty seven counties in Kenya.

Specifically, the study seeks to;

1. Establish the proportion of various ethnic groups within the county public service of counties
2. Assess the compliance of counties with legal provisions on representation of diversity in its staffing
3. Proffer strategies that can be used to develop inclusive employment practices in counties in Kenya

### **1.3 Rationale**

1. Representation of the diverse Kenyan communities in employment within the public service is an obligation reiterated in several legislations. It is therefore imperative for counties to observe these laws.
2. Bringing equality and equity to the workplace has significant economic benefits, too. Employers who practice equality and equity have access to a larger and more diverse workforce.
3. Diversity in the workplace not only promotes understanding and appreciation of socio-cultural differences but also enhances productivity. Ensuring diversity at the workplace thus becomes an avenue for promoting unity in diversity and improving the economic condition of the people.

### **1.4 Method**

This study used both quantitative and qualitative methods of data collection and analysis. The population of the research was the employees in the county public service of the forty-seven counties. The study used the census sampling method where all elements in the population are included in the sample.

Letters and questionnaires were sent to all the County Public Service Boards and the County Assembly Service Boards, with a copy to the Governors of all the forty seven counties. They were asked to fill in the questionnaires with data about their employees including the names, job group, designation, date of employment, county of origin and ethnic affiliation, among others.

The questionnaire followed the Integrated Payroll Data System (IPPD) of the civil service format, which is also being used by counties. Where an employee did not fill in their ethnic identification or in cases of dual identification, the Commission labelled such as 'Other Kenyan'.

This ethnic audit covered all the forty seven counties. All of them responded to the questionnaire despite several challenges in missing and mislabeled data.

### **1.5 Ethnic Identity and Ccategorization in Kenya**

There is no unanimous definition of ethnic group in the Kenyan context. For the purpose of including all communities, this audit used the Housing and Population Census, 2009 to operationalize the ethnic categories as follows;

- |             |                       |
|-------------|-----------------------|
| 1. Suba     | 17. Tharaka           |
| 2. Embu     | 18. Luhya (so stated) |
| 3. Kamba    | • Bakhayo             |
| 4. Kikuyu   | • Banyore             |
| 5. Kisii    | • Banyala             |
| 6. Kuria    | • Bukusu              |
| 7. Luo      | • Idakho              |
| 8. Maasai   | • Isukha              |
| 9. Mbeere   | • Tiriki              |
| 10. Meru    | • Kabras              |
| 11. Nubi    | • Marachi             |
| 12. Samburu | • Marama              |
| 13. Taita   | • Kisa                |
| 14. Taveta  | • Maragoli            |
| 15. Teso    | • Samia               |
| 16. Turkana |                       |

- Tachoni
  - Batsotso
  - Wanga
  - Tura
19. Kalenjin (so stated)
- Keiyo
  - Nandi
  - Kipsigis
  - Tugen
  - Pokot
  - Marakwet
  - Njems
  - Arror
  - Bung'omek
  - Cherangany'
  - Dorobo
  - El Molo
  - Endo
  - Ogiek
  - Sabaot
  - Samor
  - Sengwer
  - Senger
  - Terik
  - Endorois
20. Mijikenda (so stated)
- Giriama
  - Digo
  - Rabai
  - Chonyi
  - Duruma
  - Kauma
  - Kambe
  - Ribe
  - Jibana
  - Boni
  - Dahalo
- Pokomo
  - Waata
21. Swahili (so stated)
- Amu
  - Bajuni
  - Chitundu
  - Jomvu
  - Munyoyaya
  - Mvita
  - Ngare
  - Pate
  - Siu
  - Vumba
  - Wachangamwe
  - Wafaza
  - Wakatwa
  - Wakiliffi
  - Wakilindini
  - Wamtwapa
  - Washaka
  - Watangana
  - Watikuu
22. Kenyan Somali (so stated)
- Ajuran
  - Degodia
  - Gurreh
  - Hawiyah
  - Murile
  - Ogaden
23. Ilchamus
24. Njemps
25. Borana
26. Burji
27. Dasanech
28. Gabra
29. Galla
30. Gosha

31. Konso
32. Orma
33. Rendille
34. Sakuye
35. Waat
36. Galjeel
37. Kenyan Arabs
38. Kenyan Asians
39. Kenyan Europeans
40. Kenyan Americans
41. Isaak
42. Leysan

However, the study separates the Bajun from the Swahili, the Pokot from the Kalenjin and the Pokomo from the Mijikenda. The following reasons formed the basis of this categorization; the Bajun were identified as a distinct group from the Swahili in the 1992 Encyclopedia of the third World. The definition of the Pokomo Community on Wikipedia gives a feel of what the community regards itself, as it clearly distances the Pokomo from the Mijikenda noting that it is a distinct group with its own sub-clans. On the other hand, the Pokot also feel different from the Kalenjin perhaps because of the differences between the Pokoot language and other Kalenjin dialects. This categorization was also in recognition to the fact that some counties such as Tana River, Lamu and West Pokot are largely occupied by some of these communities.

The phrase 'Other Kenyan' was only used in cases where an employee did not fill in their ethnic identification or in cases of dual identification.

### **1.6 Definition of Terms and Concepts**

**County Public Service Board:** The County Public Service Board is a body within the County Government composed of a group of people charged with the responsibility of establishment and abolishment of offices in the County Public Service. The Board is also mandated to appoint persons to hold or act in offices of the County Public Service including in the boards of cities and urban areas within the county and to confirm appointments. The Board is established under Section 58 of the County Government Act, and appointed by the County Governor. The Act stipulates that they should comprise of not less than three but not more than five other members.

**County Assembly Service Board:** The County Assembly Service Board is the body within the County Assembly composed of a group of people charged with the responsibility of constituting offices, as well as appointing and supervising office holders in the County Assembly. The Board is established under Section 12(7) of the CGA.

**County Executive Committee:** The CEC consists of persons appointed by the Governor, under Section 30 (1d) of the CGA. Additionally, Section 35(1) requires the Governor to ensure these members reflect the community and cultural diversity of the County. The Committee is charged with the responsibility of implementing county legislation, and coordinating the functions of the county administration and its departments.

**Compliance:** Compliance means acting in accordance with a request or a command, rule or instruction. In this context, compliance means the process by which an organization ensures that it observes and complies with the statutory laws including the Constitution, the NCI Act, and the CGA.

**Community:** Wood and Judukis (2002) define ‘community’ as a group of persons who acknowledge their interconnectedness, have a sense of their common purpose, participate in common practices, are coupled with safeguarded social and regional boundaries, and identify themselves as part of something larger than the sum of their individual relationships.

**Ethnic Audit:** This is the process of examining the extent to which diversity on the basis of ethnicity is being institutionalized in order to help identify skewed representation, and point towards effective and efficient ways of ethnic balancing in public employment. For the National Cohesion and Integration Commission, the main purpose of conducting an ethnic audit is to create an encouraging environment for reflection, analysis, and open discussions on the challenges Kenyans face on matters ethnicity, and in this case, employment. The aim is to identify best practices from balanced County Governments, and demonstrate that it is crucial as well as practical to attain inclusivity.

**Ethnic Group:** The definition of ethnic group is borrowed from the NCI Act which holds that it is a group of persons defined by reference to colour, race, religion, or ethnic or national origins, and references to a person’s ethnic group refers to any ethnic group to which the person belongs.

**General Staff:** This study christens the ‘general staff’ to employees within a given County who comprise of staff inherited from the defunct local authorities, staff deployed to County Governments since their establishment following the March 2013 General Elections, and staff recruited by Counties since March 2013.

**New Appointments/Recruits:** These consist of staff recruited by Counties since March 2013.

**Minority and Marginalized Communities:** The Commission for Revenue Allocation defines minority and marginalized communities as groups originating from marginalized communities. These include: the Turkana, Somali, Borana, Rendille, Samburu, Pokot, Orma, Pokomo, Galla, Gosha, Konso, Maasai, Mijikenda, Taita, Taveta, Gabra, Bajun. These communities also include those with a small population size such as the Basuba, Walwana, Mbeere, Tharaka, Ilchamus, Dasanech, Kenyan Arabs, Kenyan Asians, Kenyan Europeans, and Kenyan Americans. Communities with a unique cultural identity such as the Maasai, and Ogieks are also considered minority and marginalized (Public Service Commission, 2016).

**Inclusion:** This study borrows from Miller & Katz's (2002) definition of inclusion. The authors define 'inclusion' as more than just the state of being 'included'; to a sense of belonging, feeling respected, valued for who one is, feeling a level of supportive energy and commitment from others so that one can do their best.

### **1.7 Organization of Chapters**

This Report has five chapters. The first chapter presents the research problem, the objectives and rationale for undertaking an ethnic and diversity audit within the County Public Service. It also highlights the methodology used in the course of the research. Chapter two discusses the newly adopted structure of governance under devolution with a specific focus on what the county public service is and how it operates. It also outlines the offices vested with the key mandate of employing staff and appointing executive members in the county public service. Chapter three exposes the findings realized in the study upon the analysis of data submitted by all county governments. Chapter four reveals the ethnic and diversity audit of each county by focusing on the specific sections within the government i.e. members employed by the governor, the County Public Service Board and the County Assembly Service Board respectively. Finally, chapter five discusses the emerging issues, lays out conclusions and makes recommendations to ensure increasing observance of the diversity laws.

## **CHAPTER TWO: PUBLIC SERVICE WITHIN THE DEVOLVED SYSTEM OF GOVERNANCE**

### **2.0 Devolution**

Chapter 11 of the Constitution of Kenya, 2010 specifically provides for the setting up of the County Governments. The importance of this structure to cohesion building is acknowledged at first instance within the objects of devolution. Article 174(b) of the Constitution provides that one of the objects of devolution is to foster national unity by recognizing diversity. Some may argue that counties may only serve to compartmentalize the country into local fiefdoms thereby working against this objective.

Additionally, Article 174(g) of the Constitution avers that devolution should ensure equitable sharing of national and local resources. One can identify three types of resources; infrastructural, human and financial resources. Employment (human resource) is one of the public resources now localized through the establishment of the County public service vide Article 235 of the Constitution which requires each county to have its own public service.

Section 7(1) of the National Cohesion and Integration Act, 2008 stipulates that all public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff. Therefore, ensuring diversity in employment by including various Kenyan communities in the county public service is not only a legal obligation but also a path to achieving national unity.

On the other hand, equitable distribution of resources can be achieved by ensuring that the marginalized and minority groups within the counties are given equitable access to employment. It is on this basis that section 65(1e) requires the board to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. Including diverse communities within the county public service shall reduce perceptions of exclusion and marginalization thereby reducing tensions and inter-communal conflicts.

It is based on this background that the Commission undertook an ethnic and diversity audit of all counties.

**2.1 The County Public Service**

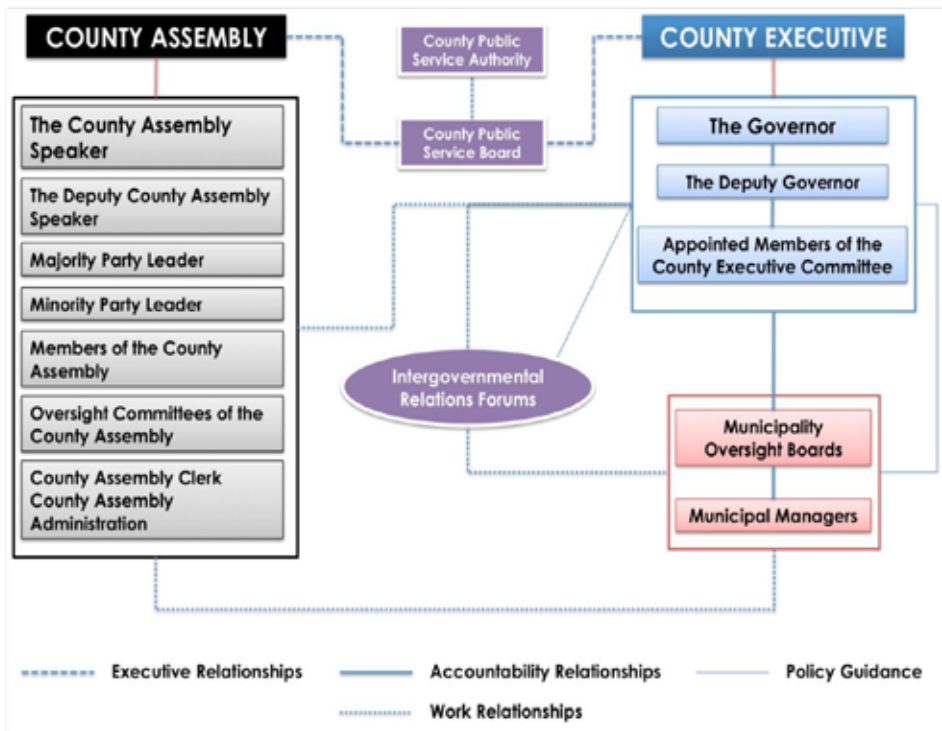
Article Six of the Constitution divides the territory of Kenya into the forty seven counties specified in the First Schedule.

The public service is defined in Article 260 to mean the collectivity of all individuals, other than State officers, performing a function within a State organ. Similarly, public office is defined to include offices in the county governments.

Article 235 of the Constitution establishes the county public service and gives it the responsibility to establish and abolish offices in its public service; appoint persons to hold or act in those offices, and confirm appointments; and exercise disciplinary control over and remove persons holding or acting in those offices.

By the provisions of Section 1(3) of the Constitution, a County Assembly and a County Executive are State Organs which constitute a County Government. The County Government exercises powers and authority delegated by the sovereign; i.e. the people of Kenya.

The structure of the county is as follows:



**Figure1: The Structure of the County**

## **2.2 Employment at County Level: Who Employs?**

The structure of the county government gives a reflection of who hires at the county level. There are three organs charged with the mandate to employ. These are

1. The Governor
2. The County Public Service Board and
3. The County Assembly Service Board.

This notwithstanding, the functions of the Public Service Commission established in Article 233 of the Constitution should also not be relegated to the rear. Article 234(2i) of the Constitution stipulates that the PSC should among other functions, hear and determine appeals in respect of county governments' public service. The PSC is therefore a shared institution between the national and county governments.

The Constitution as well as the County Government Act of 2012 has placed the responsibility of ensuring equitable distribution of employment in the county on all these organs.

### **2.2.1 Governor**

The executive arm of the county comprises of the Governor, the Deputy Governor and an executive committee of not more than ten members. According to Article 179(4) of the Constitution, the governor is the chief executive of the county. He/she is mandated to appoint members of the executive committee, the County Public Service Board members and county chief officers.

Section 30 (1d) of the County Government Act gives the governor the mandate to appoint, with the approval of the county assembly, the county executive committee in accordance with Article 179 (2b) of the Constitution.

Section 45 of the County Government Act requires the Governor to nominate qualified and experienced county chief officers from persons competitively sourced and recommended by the County Public Service Board and appoint them with the approval of the county assembly.

Section 58(1) of the Act establishes the public service board which should comprise of not less than three but not more than five other members nominated and appointed by the county governor, with the approval of the County Assembly. There should also be a certified public secretary of good

professional standing nominated and appointed by the governor, with the approval of the County Assembly.

In performing his/her functions, the governor is required to promote democracy, good governance, unity and cohesion as well as peace and order within the county. One way of ensuring this is indicated in Article 35 (1a) of the County Government Act which stipulates that the composition of the executive committee should reflect the community and cultural diversity of the county.

### **2.2.2 County Assembly**

The legislative arm comprises members of the County Assembly elected from wards and others as representing special interests. Each County Assembly shall have a Speaker who presides over the proceedings of the assembly.

The main role of the County Assembly according to Section 8(1a) of the County Government Act is to vet and approve nominees for appointment to county public offices as may be provided for in this Act or any other law.

The Act in Section 35(2) also obligates the County Assembly not to approve any nominations for appointment if they do not take into account representation of the minorities, marginalized groups and communities. Additionally, Section 12 (7) of the County Government Act specifies that constituting offices, appointing and supervising office holders in the County Assembly Service is vested on the County Assembly Service Board.

### **2.2.3 County Public Service Board**

The biggest mandate in regard to employment in the counties is vested on the County Public Service Board which is established under section 58 of the County Government Act. Section 59 (1) sets out the functions of the board which include the establishment and abolishment of offices in the county public service and the appointment of persons to hold or act in offices of the county public service including in the boards of cities and urban areas within the county and to confirm appointments.

In setting a concrete threshold, section 65(1) of the County Government Act directs that in selecting candidates for appointment, the County Public Service Board shall consider the standards, values and principles set out in Articles 10, 27 (4), 56 (c) and 232 (1) of the Constitution.

Article 10 – national values and principles of governance (unity, patriotism, non-discrimination, equity, inclusiveness, protection of the marginalized etc)

Article 56 – affirmative action programmes to ensure inclusivity of marginalized and minority groups

Article 232 – representation of Kenya’s diverse communities as a value and principle of the public service

**Figure 2: Summary of Constitutional Obligations on Representation of Diversity**

It is therefore the responsibility of the County Public Service Board to undertake audits on the status of ethnic diversity in the county public service. The board should therefore record information on all employees within the county whether recruited by it or not.

Further, the CG Act (Section 65 [1e]) requires the board to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county. Further, section 3(3) of the Employment Act presupposes that both levels of government are under an obligation to promote equality in access to employment opportunities. Under Section 5, the minister for labour is particularly charged with the promotion of equality of opportunity in employment in order to eliminate discrimination.

## CHAPTER THREE: GENERAL FINDINGS

### 3.0 Counties as Big Employers

The establishment of the County Public Service has reinforced the fact that Government is the biggest employer. On the overall, counties have currently employed 116,852 employees. This is slightly lower than the national civil service which stood at over 211,000 as of 2011 (NCIC, 2011). Nevertheless, some counties have more employees than others. Table 1 below indicates that Nairobi County is the biggest employer with 11,067 employees.

**Table 1: Size of Employees per County**

|    | <b>County</b>   | <b>No. of Employees</b> |
|----|-----------------|-------------------------|
| 1  | Nairobi         | 11067                   |
| 2  | Bungoma         | 5561                    |
| 3  | Nakuru          | 5409                    |
| 4  | Kiambu          | 4120                    |
| 5  | Baringo         | 4055                    |
| 6  | Mombasa         | 3896                    |
| 7  | Machakos        | 3736                    |
| 8  | Homabay         | 3676                    |
| 9  | Kisii           | 3606                    |
| 10 | Kakamega        | 3486                    |
| 11 | Embu            | 3451                    |
| 12 | Kisumu          | 3423                    |
| 13 | Nyeri           | 3055                    |
| 14 | Meru            | 2840                    |
| 15 | Murang'a        | 2683                    |
| 16 | Kirinyaga       | 2602                    |
| 17 | Uasin Gishu     | 2599                    |
| 18 | Narok           | 2562                    |
| 19 | Kericho         | 2550                    |
| 20 | Kitui           | 2165                    |
| 21 | Bomet           | 2145                    |
| 22 | Busia           | 2116                    |
| 23 | Kilifi          | 2111                    |
| 24 | Nyamira         | 1868                    |
| 25 | Elgeyo Marakwet | 1850                    |
| 26 | Migori          | 1843                    |

|    |               |                |
|----|---------------|----------------|
| 27 | Laikipia      | 1770           |
| 28 | Mandera       | 1685           |
| 29 | Makueni       | 1681           |
| 30 | Tharaka Nithi | 1671           |
| 31 | Siaya         | 1666           |
| 32 | Trans Nzoia   | 1622           |
| 33 | Garissa       | 1557           |
| 34 | Kajiado       | 1545           |
| 35 | Nyandarua     | 1528           |
| 36 | Kwale         | 1424           |
| 37 | Taita-Taveta  | 1409           |
| 38 | Vihiga        | 1336           |
| 39 | Tana River    | 1290           |
| 40 | Isiolo        | 1246           |
| 41 | Samburu       | 1229           |
| 42 | Wajir         | 1179           |
| 43 | Nandi         | 1129           |
| 44 | Turkana       | 995            |
| 45 | West Pokot    | 909            |
| 46 | Marsabit      | 757            |
| 47 | Lamu          | 749            |
|    | <b>Total</b>  | <b>116,852</b> |

### **3.1 Compliance with Legal Frameworks**

The Constitution of Kenya was promulgated in 2010 while the County Government Act came into force in 2012. Section 1 of the CGA clearly indicates that the Act shall come into operation upon the final announcement of the results of the first elections under the Constitution.

As a result, the study audited the deployment of county public servants since the establishment of county government following the March 2013 elections. This section gives a summary of the composition of staff within the recruitments undertaken by counties from March 2013 to date.

The study reveals that new appointments made since the counties were established (2013 to date) have contravened the law. Only fifteen counties (31.9%) have adhered to section 65 of the CGA by giving more than 30% of the vacancies at entry level to members of ethnic groups that are not dominant in their precincts. In fact 68.1% of the counties have hired more than 70 percent

of their staff from one ethnic group. This implies that in spite of the existing law, new recruitments continue to contravene the provisions of the law.

The 15 counties that comply with the CGA include Laikipia, Migori, Trans Nzoia, Busia, Garissa, Embu, Narok, Nakuru, Lamu, Taita Taveta, Isiolo, Mombasa, Nairobi, Tana River, and Marsabit. This vindicates the fact that all counties can and should comply with the CGA provisions. Table 2 below illustrates this.

**Table 2: Counties that Comply with the CGA in New Recruitments (2013 to Present)**

|     | <b>County</b> | <b>Ethnic group with highest number</b> | <b>Percentage</b> |
|-----|---------------|---|-------------------|
| 1.  | Marsabit      | Gabbra                                  | 28                |
| 2.  | Tana River    | Pokomo                                  | 29.1              |
| 3.  | Nairobi       | Kikuyu                                  | 37.7              |
| 4.  | Mombasa       | Mijikenda                               | 39.6              |
| 5.  | Isiolo        | Borana                                  | 45.8              |
| 6.  | Taita Taveta  | Taita                                   | 47.8              |
| 7.  | Lamu          | Bajun                                   | 48.6              |
| 8.  | Nakuru        | Kikuyu                                  | 50.9              |
| 9.  | Embu          | Embu                                    | 55.6              |
| 10. | Narok         | Maasai                                  | 55.6              |
| 11. | Garissa       | Somali                                  | 56.8              |
| 12. | Busia         | Luhya                                   | 59.8              |
| 13. | Trans Nzoia   | Luhya                                   | 63.3              |
| 14. | Migori        | Luo                                     | 65.1              |
| 15. | Laikipia      | Kikuyu                                  | 67.4              |

The 32 counties that contravene the CGA include Kiambu, Kajiado, Kilifi, Baringo, Bungoma, Kwale, Kakamega, Wajir, Kisumu, Mandera, Nyeri, Vihiga, West Pokot, Kitui, Homabay, Makueni, Samburu, Meru, Siaya, Machakos, Nandi, Nyandarua, Turkana, Uasin Gishu, Murang'a, Kericho, Tharaka Nithi, Kisii, Nyamira, Elgeyo, Kirinyaga, and Bomet Counties. Table 3 below illustrates this:

**Table 3: Counties that Contravene the CGA in New Appointments**

|    | <b>County</b>   | <b>Ethnic group with highest number</b> | <b>Percentage</b> |
|----|-----------------|---|-------------------|
| 1  | Nyamira         | Kisii                                   | 97.9              |
| 2  | Bomet           | Kalenjin                                | 97.9              |
| 3  | Kirinyaga       | Kikuyu                                  | 97.8              |
| 4  | Elgeyo Marakwet | Kalenjin                                | 97.6              |
| 5  | Kisii           | Kisii                                   | 97.5              |
| 6  | Tharaka Nithi   | Tharaka                                 | 95.6              |
| 7  | Kericho         | Kalenjin                                | 95.3              |
| 8  | Murang'a        | Kikuyu                                  | 95.2              |
| 9  | Uasin Gishu     | Kalenjin                                | 94.4              |
| 10 | Turkana         | Turkana                                 | 93.4              |
| 11 | Nyandarua       | Kikuyu                                  | 93                |
| 12 | Machakos        | Kamba                                   | 92.9              |
| 13 | Nandi           | Kalenjin                                | 92.8              |
| 14 | Siaya           | Luo                                     | 92.7              |
| 15 | Meru            | Meru                                    | 92.6              |
| 16 | Samburu         | Samburu                                 | 92.4              |
| 17 | Makueni         | Kamba                                   | 91.6              |
| 18 | Homa Bay        | Luo                                     | 91.1              |
| 19 | Kitui           | Kamba                                   | 90.8              |
| 20 | West pokot      | Pokot                                   | 89.6              |
| 21 | Vihiga          | luhya                                   | 88.8              |
| 22 | Nyeri           | Kikuyu                                  | 88                |
| 23 | Mandera         | Somali                                  | 86.1              |
| 24 | Kisumu          | Luo                                     | 82.3              |
| 25 | Wajir           | Somali                                  | 81.6              |
| 26 | Kakamega        | Luhya                                   | 81.2              |
| 27 | Kwale           | Mijikenda                               | 80                |
| 28 | Bungoma         | Luhya                                   | 78.8              |
| 29 | Baringo         | Kalenjin                                | 78.4              |
| 30 | Kilifi          | Mijikenda                               | 77                |
| 31 | Kajiado         | Maasai                                  | 75                |
| 32 | Kiambu          | Kikuyu                                  | 74.4              |

### 3.2 Inheritance as a contributor to non-observance of the Law

While most counties purported that inheritance of staff from defunct local authorities is a factor to their non-compliance with legal obligations of diversity, a quick scan of the data indicated that contravention was largely experienced in the newly appointed personnel. In fact, Table 3 indicates that thirty two counties increased the proportion of members from the dominant ethnic group in their new recruitments as compared to the general staff composition. For instance, while the general composition of staff in West Pokot County has 49.1% Pokot, the new recruitments had 89.6% staff from the same community.

|    | County          | General Staff(Majority ethnic group) | New appointments (highest ethnic group) | Variance between General staff proportion and New appointments staff proportion |
|----|-----------------|--------------------------------------|---|---|
| 1  | West Pokot      | 49.1                                 | 89.6                                    | -40.5   |
| 2  | Kajiado         | 38.4                                 | 75.0                                    | -36.6   |
| 3  | Uasin Gishu     | 64.9                                 | 94.4                                    | -29.5   |
| 4  | Turkana         | 67.3                                 | 93.4                                    | -26.1   |
| 5  | Tharaka Nithi   | 74.7                                 | 95.6                                    | -20.9   |
| 6  | Samburu         | 73.6                                 | 92.4                                    | -18.8   |
| 7  | Trans Nzoia     | 47.3                                 | 64.0                                    | -16.7   |
| 8  | Lamu            | 32.7                                 | 48.6                                    | -15.9   |
| 9  | Kwale           | 64.1                                 | 80.0                                    | -15.9   |
| 10 | Machakos        | 79.0                                 | 92.9                                    | -13.9   |
| 11 | Siaya           | 78.9                                 | 92.7                                    | -13.8   |
| 12 | Kilifi          | 64.4                                 | 77.0                                    | -12.6   |
| 13 | Nandi           | 81.0                                 | 92.8                                    | -11.9   |
| 14 | Makueni         | 81.1                                 | 91.6                                    | -10.5   |
| 15 | Kitui           | 80.6                                 | 90.8                                    | -10.2   |
| 16 | Meru            | 84.6                                 | 92.6                                    | -8.0  |
| 17 | Kisii           | 89.9                                 | 97.5                                    | -7.6  |
| 18 | Nyamira         | 90.4                                 | 97.9                                    | -7.5  |
| 19 | Kericho         | 88.4                                 | 95.3                                    | -6.9  |
| 20 | Isiolo          | 41.0                                 | 45.8                                    | -4.8  |
| 21 | Elgeyo Marakwet | 93.0                                 | 97.6                                    | -4.5  |
| 22 | Kisumu          | 78.0                                 | 82.3                                    | -4.3  |
| 23 | Kirinyaga       | 93.9                                 | 97.8                                    | -3.9  |
| 24 | Bungoma         | 75.2                                 | 78.8                                    | -3.8  |

|    |              |      |      |      |
|----|--------------|------|------|------|
| 25 | Vihiga       | 85.1 | 88.8 | -3.7 |
| 26 | Homa Bay     | 87.4 | 91.1 | -3.7 |
| 27 | Wajir        | 78.6 | 81.6 | -3.1 |
| 28 | Mandera      | 83.0 | 86.1 | -3.0 |
| 29 | Nakuru       | 48.4 | 50.9 | -1.9 |
| 30 | Murang'a     | 93.4 | 95.2 | -1.8 |
| 31 | Bomet        | 96.6 | 97.9 | -1.3 |
| 32 | Busia        | 58.8 | 59.8 | -1.0 |
| 33 | Garissa      | 56.9 | 56.8 | 0.1  |
| 34 | Migori       | 65.2 | 65.1 | 0.1  |
| 35 | Nyandarua    | 93.7 | 93.0 | 0.7  |
| 36 | Tana River   | 36.5 | 34.7 | 1.6  |
| 37 | Mombasa      | 42.3 | 39.6 | 2.6  |
| 38 | Embu         | 58.8 | 55.6 | 3.2  |
| 39 | Baringo      | 81.5 | 78.4 | 3.6  |
| 40 | Marsabit     | 33.2 | 28.0 | 5.2  |
| 41 | Taita Taveta | 53.4 | 47.8 | 5.6  |
| 42 | Nyeri        | 95.3 | 88.0 | 7.2  |
| 43 | Laikipia     | 77.1 | 67.4 | 9.7  |
| 44 | Narok        | 66.0 | 55.4 | 10.6 |
| 45 | Kiambu       | 85.4 | 74.4 | 11.0 |
| 46 | Nairobi      | 51.8 | 37.7 | 14.1 |
| 47 | Kakamega     | 96.6 | 81.2 | 15.4 |

**Table 4: Comparison of Composition within all staff and New Appointments**

Some counties however, have commendably reduced the proportion of the majority ethnic group staff with the aim of complying with the law. A case in point is Nairobi County which has reduced the share of the highest ethnic group (the Kikuyu) from 51.8% in the general staff to 37.7% in the new appointments.

### **3.3 Diversity in the Workplace**

The essence of diversity in Kenya cannot be gainsaid. Article 232 (1) (ii) of the Constitution provides for 'affording adequate and equal opportunities for appointment, training, advancement at all levels of the public service of...the members of all ethnic groups.' On the other hand, Section 7(1) of the NCI Act stipulates that 'All public establishments shall seek to represent the diversity of the people of Kenya in the employment of staff'. This cements the hypothesis that increased inter-ethnic interaction improves relations in a diverse

population, particularly because the contact between diverse groups opens communication channels which hitherto would have been difficult to establish. Observation by many scholars suggest that increased communication diminishes “stereotypes” across communities and sets ground for informed opportunities to deal with emerging as well as existing conflicts. It is further argued that diverse communities working together tend to improve productivity and the competitive advantage out of the symbiosis of creativity, new ways of thinking and strategic as well as innovative delivery (Green et. al, 2002).

In recognition of the fact that all counties can be diverse employers given that no county has a mono-ethnic county public service, the study was keen on how counties have created opportunities for other ethnic groups within their public service. On the overall, counties such as Kilifi, Nakuru, and Mombasa with 3331, and 30 ethnic groups respectively, each seemed to have generated a wider inter-ethnic interaction platform as opposed to others such as Kirinyaga, Nandi and Nyeri with 9, 10 and 11 respectively. Observation made from the study (according to Table 5 below) affirms that counties with a wider inter-ethnic representation, tended to adhere to legal expectations, even if measured against the stipulation of the CGA. Similarly, counties with leaner ethnic group representation tended to flout the provision in the CGA.

**Table 5: Number of ethnic groups included in the each County’s Public Service**

|     | <b>County</b> | <b>No of Ethnic Groups (General)</b> | <b>Percentages of highest Ethnic Group</b> |
|-----|---------------|--------------------------------------|--|
| 1.  | Kilifi        | 33                                   | 64.4                                       |
| 2.  | Nakuru        | 31                                   | 48.4                                       |
| 3.  | Mombasa       | 30                                   | 42.3                                       |
| 4.  | Tana River    | 28                                   | 36.5                                       |
| 5.  | Marsabit      | 27                                   | 33.2                                       |
| 6.  | Nairobi       | 27                                   | 51.8                                       |
| 7.  | Lamu          | 26                                   | 32.7                                       |
| 8.  | Laikipia      | 25                                   | 77.1                                       |
| 9.  | Bungoma       | 25                                   | 75.2                                       |
| 10. | Kajiado       | 25                                   | 38.4                                       |
| 11. | Kwale         | 24                                   | 64.1                                       |
| 12. | Narok         | 24                                   | 66   |
| 13. | Garissa       | 24                                   | 56.9                                       |
| 14. | Machakos      | 24                                   | 79.0                                       |

|     |                 |    |      |
|-----|-----------------|----|------|
| 15. | Samburu         | 23 | 73.6 |
| 16. | Meru            | 23 | 84.6 |
| 17. | Kitui           | 23 | 80.6 |
| 18. | Taita- Taveta   | 23 | 53.4 |
| 19. | Trans Nzoia     | 22 | 47.3 |
| 20. | Kiambu          | 21 | 85.4 |
| 21. | Baringo         | 21 | 81.5 |
| 22. | Uasin Gishu     | 21 | 64.9 |
| 23. | Mandera         | 20 | 83.0 |
| 24. | Kericho         | 20 | 88.4 |
| 25. | Kisumu          | 20 | 78.0 |
| 26. | Isiolo          | 18 | 41.0 |
| 27. | Makueni         | 18 | 81.1 |
| 28. | Turkana         | 18 | 67.3 |
| 29. | Kisii           | 18 | 89.9 |
| 30. | Migori          | 18 | 65.2 |
| 31. | Busia           | 18 | 58.8 |
| 32. | Siaya           | 17 | 78.9 |
| 33. | Nyandarua       | 17 | 93.7 |
| 34. | Homabay         | 16 | 87.4 |
| 35. | Embu            | 16 | 58.8 |
| 36. | Tharaka Nithi   | 16 | 74.7 |
| 37. | Elgeyo Marakwet | 15 | 93.0 |
| 38. | Nyamira         | 15 | 90.4 |
| 39. | Vihiga          | 14 | 85.1 |
| 40. | Wajir           | 14 | 78.6 |
| 41. | West pokot      | 14 | 49.1 |
| 42. | Muranga         | 12 | 93.4 |
| 43. | Bomet           | 12 | 96.6 |
| 44. | Kakamega        | 11 | 96.6 |
| 45. | Nyeri           | 11 | 95.3 |
| 46. | Nandi           | 10 | 81.0 |
| 47. | Kirinyaga       | 9  | 93.9 |

### **3.4 Governance Organs**

#### **3.4.1 County Executive Committee**

Article 179 of the Constitution holds that the executive authority of the county is vested in, and exercised by, a County Executive Committee. This committee consists of the County Governor, the deputy County Governor and members appointed by the County Governor, with the approval of the assembly, from among persons who are not members of the assembly. Section 35(1) of the CGA provides that the governor shall ensure that the composition of the executive committee reflects the community and cultural diversity of the county and shall also take into account the principles of affirmative action as provided for in the Constitution.

Further, the County Assembly is directed not to approve nominations for appointment to the committee if they do not take into account the representation of the minorities and marginalized communities, as well as community and cultural diversity within the county.

Diverse representation of communities and cultures within the county is pertinent in this organ if section 34 of the CGA is to be attained. In this provision, the law instructs that the county executive committee shall exercise executive authority while ensuring the protection and promotion of the interests and rights of minorities and marginalized communities; and while ensuring equitable sharing of available resources throughout the county.

In an ideal state of affairs, the County Executive Committees should have a considerable or fair representation of ethnicities beyond the dominant ones. However, the study depicted that County Executive Committees in 18 counties were mono-ethnic. Table 6 below shows that 13 counties had two ethnic groups represented in their CEC, eight counties had three ethnic groups, and five counties had four ethnic groups. There were only two CECs with six and one with seven communities.

In contextualizing these findings, the study took note of the disregarded role of the Governor's office and the County Assemblies in ensuring that CECs are representative, and denoted that strict adherence to the stipulation in the CGA is required.

**Table 6: Number of Ethnic Groups in the County Executive Committees of the different Counties**

|     | <b>County</b>   | <b>No. of Ethnic groups (CEC)</b> |
|-----|-----------------|-----------------------------------|
| 1.  | Turkana         | 1                                 |
| 2.  | Nyeri           | 1                                 |
| 3.  | Kericho         | 1                                 |
| 4.  | Meru            | 1                                 |
| 5.  | Tharaka Nithi   | 1                                 |
| 6.  | Nandi           | 1                                 |
| 7.  | Kakamega        | 1                                 |
| 8.  | Nyandarua       | 1                                 |
| 9.  | Bomet           | 1                                 |
| 10. | Nyamira         | 1                                 |
| 11. | Garissa         | 1                                 |
| 12. | Siaya           | 1                                 |
| 13. | Kirinyaga       | 1                                 |
| 14. | Wajir           | 1                                 |
| 15. | Murang'a        | 1                                 |
| 16. | Mandera         | 1                                 |
| 17. | Makueni         | 1                                 |
| 18. | Elgeyo Marakwet | 1                                 |
| 19. | Uasin Gishu     | 2                                 |
| 20. | West Pokot      | 2                                 |
| 21. | Kisii           | 2                                 |
| 22. | Machakos        | 2                                 |
| 23. | Kitui           | 2                                 |
| 24. | Bungoma         | 2                                 |
| 25. | Homabay         | 2                                 |
| 26. | Vihiga          | 2                                 |
| 27. | Narok           | 2                                 |
| 28. | Taita- Taveta   | 2                                 |
| 29. | Kilifi          | 2                                 |
| 30. | Samburu         | 2                                 |
| 31. | Kisumu          | 2                                 |
| 32. | Kwale           | 3                                 |
| 33. | Kiambu          | 3                                 |
| 34. | Migori          | 3                                 |
| 35. | Nakuru          | 3                                 |
| 36. | Embu            | 3                                 |
| 37. | Busia           | 3                                 |
| 38. | Baringo         | 3                                 |

|     |             |   |
|-----|-------------|---|
| 39. | Kajiado     | 3 |
| 40. | Tana River  | 4 |
| 41. | Isiolo      | 4 |
| 42. | Lamu        | 4 |
| 43. | Laikipia    | 4 |
| 44. | Trans Nzoia | 4 |
| 45. | Nairobi     | 6 |
| 46. | Marsabit    | 6 |
| 47. | Mombasa     | 7 |

### 3.4.2 County Public Service Board

The CGA section 30(3) requires the Governor to promote democracy, good governance, unity and cohesion within the county while performing his functions. Observing diversity in the composition of the Public Service Board is important for the county because it is the major recruitment agency.

The study however, observed that the composition of the Public Service Boards in counties seems skewed. 22 County Public Service Boards are made up of only one ethnic group.

Table 7 below indicates that the most balanced representation of diversity in the Public Service Boards is exhibited in Nairobi County where all the seven members of the County Public Service Board are from different ethnic groups.

**Table 7: Number of Ethnic Groups in the CPSB of various Counties**

|     | <b>County</b>   | <b>No of Ethnic Groups (CPSB)</b> |
|-----|-----------------|-----------------------------------|
| 1.  | Turkana         | 1                                 |
| 2.  | Kisii           | 1                                 |
| 3.  | Nyeri           | 1                                 |
| 4.  | Murang'a        | 1                                 |
| 5.  | Kericho         | 1                                 |
| 6.  | Meru            | 1                                 |
| 7.  | Elgeyo Marakwet | 1                                 |
| 8.  | Tharaka Nithi   | 1                                 |
| 9.  | Nandi           | 1                                 |
| 10. | Machakos        | 1                                 |
| 11. | Makueni         | 1                                 |
| 12. | Kakamega        | 1                                 |
| 13. | Vihiga          | 1                                 |

|     |               |   |
|-----|---------------|---|
| 14. | Nyandarua     | 1 |
| 15. | Bomet         | 1 |
| 16. | Siaya         | 1 |
| 17. | Kirinyaga     | 1 |
| 18. | Wajir         | 1 |
| 19. | Samburu       | 1 |
| 20. | Kisumu        | 1 |
| 21. | Mandera       | 1 |
| 22. | Kilifi        | 1 |
| 23. | Kitui         | 2 |
| 24. | West Pokot    | 2 |
| 25. | Kwale         | 2 |
| 26. | Embu          | 2 |
| 27. | Busia         | 2 |
| 28. | Bungoma       | 2 |
| 29. | Homabay       | 2 |
| 30. | Kajiado       | 2 |
| 31. | Nyamira       | 2 |
| 32. | Taita- Taveta | 2 |
| 33. | Garissa       | 2 |
| 34. | Trans Nzoia   | 2 |
| 35. | Uasin Gishu   | 2 |
| 36. | Kiambu        | 3 |
| 37. | Migori        | 3 |
| 38. | Lamu          | 3 |
| 39. | Laikipia      | 3 |
| 40. | Narok         | 3 |
| 41. | Baringo       | 3 |
| 42. | Isiolo        | 4 |
| 43. | Mombasa       | 4 |
| 44. | Marsabit      | 5 |
| 45. | Nakuru        | 6 |
| 46. | Tana River    | 6 |
| 47. | Nairobi       | 7 |

### 3.4.3 County Assembly

The County Assemblies have hired an aggregate of 3,711 employees. The number of employees varies from one county assembly to another. The

assembly in Tharaka Nithi County for example has only 41 employees while the assembly in Wajir County has 254 employees.

Only 13 county assemblies (27.6%) have recruited at least thirty percent of their employees from the non-dominant ethnic group while 34 county assemblies have employed more than 70% from one dominant ethnic group in the County. Two county assemblies i.e. Kirinyaga and Nandi, have recruited only one ethnic group in the entire assembly workforce.

**Table 8: Ethnic distribution of County Assembly Staff in 13 counties that have employed at least 30% non-dominant community members**

|    | County        | No. of Employees | Highest Ethnic Group | Percentage |
|----|---------------|------------------|----------------------|------------|
| 1  | Nairobi       | 136              | Luo                  | 23.5       |
| 2  | Marsabit      | 47               | Borana               | 25.5       |
| 3  | Tana River    | 79               | Pokomo               | 36.7       |
| 4  | Embu          | 81               | Embu                 | 44.4       |
| 5  | Trans Nzoia   | 71               | Luhya                | 50.7       |
| 6  | Lamu          | 53               | Bajun                | 52.8       |
| 7  | Tharaka-Nithi | 41               | Meru                 | 56.1       |
| 8  | Nakuru        | 79               | Kikuyu               | 57         |
| 9  | Isiolo        | 64               | Borana               | 57.8       |
| 10 | Mombasa       | 162              | Mijikenda            | 59.2       |
| 11 | Laikipia      | 74               | Kikuyu               | 63.5       |
| 12 | Wajir         | 254              | Somali               | 65.7       |
| 13 | Busia         | 144              | Luhya                | 68.1       |

**Table 9: Ethnic distribution of County Assembly staff in counties that have employed more than 70% of their staff from dominant communities in the county**

|   | County       | No. of Employees | Highest Ethnic Group | Percentage |
|---|--------------|------------------|----------------------|------------|
| 1 | Kirinyaga    | 51               | Kikuyu               | 100        |
| 2 | Nandi        | 65               | Kalenjin             | 100        |
| 3 | Nyamira      | 96               | Kisii                | 99         |
| 4 | Mandera      | 66               | Somali               | 97         |
| 5 | Taita-Taveta | 54               | Taita                | 96.3       |
| 6 | Bomet        | 53               | Kalenjin             | 96.2       |
| 7 | Meru         | 76               | Meru                 | 96.1       |
| 8 | Nyandarua    | 74               | Kikuyu               | 95.9       |
| 9 | Turkana      | 187              | Turkana              | 95.2       |

|    |                 |     |           |      |
|----|-----------------|-----|-----------|------|
| 10 | Elgeyo Marakwet | 61  | Kalenjin  | 95.1 |
| 11 | Vihiga          | 103 | Luhya     | 95.1 |
| 12 | Muranga         | 51  | Kikuyu    | 94.1 |
| 13 | Kakamega        | 49  | Luhya     | 94   |
| 14 | Kisii           | 50  | Kisii     | 94   |
| 15 | Garissa         | 66  | Somali    | 93.9 |
| 16 | Kericho         | 72  | Kalenjin  | 93   |
| 17 | Samburu         | 52  | Samburu   | 92.3 |
| 18 | Kitui           | 51  | Kamba     | 92.2 |
| 19 | Makueni         | 101 | Kamba     | 92   |
| 20 | Kilifi          | 93  | Mijikenda | 91.4 |
| 21 | Machakos        | 101 | Kamba     | 90.2 |
| 22 | Nyeri           | 50  | Kikuyu    | 90   |
| 23 | West pokot      | 95  | Pokot     | 89.5 |
| 24 | Homa Bay        | 52  | Luo       | 88.5 |
| 25 | Kisumu          | 56  | Luo       | 87.5 |
| 26 | Siaya           | 52  | Luo       | 86.5 |
| 27 | Uasin Gishu     | 85  | Kalenjin  | 83.5 |
| 28 | Kwale           | 43  | Mijikenda | 81.4 |
| 29 | Baringo         | 91  | Kalenjin  | 81.3 |
| 30 | Kiambu          | 63  | Kikuyu    | 79.4 |
| 31 | Bungoma         | 66  | Luhya     | 75.8 |
| 32 | Kajiado         | 69  | Maasai    | 73.9 |
| 33 | Narok           | 67  | Maasai    | 73.1 |
| 34 | Migori          | 65  | Luo       | 69.2 |

### 3.5 Naming of Counties

The naming of certain counties may be seen as giving some groups an advantage in the claim of opportunities within the county. The names of counties such as Samburu, Kisii, Tharaka Nithi, Nandi, Turkana, West Pokot, Taita Taveta, Embu and Meru among others stir perceptions of discrimination as they seem to give entitlement benefits to the said groups. The study reveals that of these eight counties, seven accorded over 90% of posts to the named groups. The ethnic representation of the recruitments made by these counties since 2013, as shown in Table 8 below, vindicates this notion.

**Table 10: The relationship between County names and employment statistics**

|    | County | Ethnic Group with highest Number | Percentage |
|----|--------|----------------------------------|------------|
| 1. | Kisii  | Kisii                            | 97.5       |

|    |               |         |      |
|----|---------------|---------|------|
| 2. | Tharaka Nithi | Tharaka | 95.6 |
| 3. | Nandi         | Nandi   | 92.8 |
| 4. | Turkana       | Turkana | 93.4 |
| 5. | Meru          | Meru    | 92.6 |
| 6. | Samburu       | Samburu | 92.4 |
| 7. | West Pokot    | Pokot   | 89.6 |
| 8. | Embu          | Embu    | 55.6 |

The study also revealed that the County Public Service Board and the County Executive Committee of Taita Taveta County are composed only of the Taita and the Taveta.

### **3.6 The ‘Possession Syndrome’**

Most communities welcomed devolution with a misunderstanding of its objectives. Article 174 (g) of the Constitution provides that the object of devolution is to ensure equitable sharing of national and local resources throughout Kenya. This means counties are to be used as channels of resource sharing to enhance access for the locals therein. In fact, the provision that at least 30% of the public employment at county level is given to members from the non-dominant community is meant to guarantee job opportunities for the dominant groups within the counties.

The perception that counties were created for local people to wholly benefit from the financial, human and natural resources is misguided. This is aggravated by the fact that county policies such as flags seem to emphasize the indigeneity of certain groups within the county. Some Kenyans feel that this may crystalize tribalism as other communities feel more disenfranchised.

### **3.7 Intra-Ethnic Dynamics**

While the law has provided for ethnic inclusion, empirical evidence points to some complexities internal to the ethnic group. Most counties alluded to the fact that even within the dominant group, the question of majority and minority groups constituting them existed. The difficulty here is that some sub ethnic groups feel excluded even when the dominant groups to which they belong have more than the legally allowed 70% in job allocation. For instance, Bungoma County ought not to have more than 70% of its staff from the Luhya community. Yet, the county needs to take into consideration the complexities of including all minority sub groups such as the Tachoni and the Batura within this portion.

### 3.8 Overall Ethnic Representation in the County Public Service

The study indicated a higher representation of diversity when employees of all county governments were projected together. The majority of employees in the counties belong to the Kikuyu community. They reflect a moderate 22.9%.

When plotted against the national population, county employment has completely excluded some minority communities such as the Dasanech Shangil, Leysan, and Galjeel.

Other communities are underrepresented in the service since their proportion is lower in employment compared to their population percentage. These include the Gosha, Gabra, Rendille, Suba, Kuria, Teso, Mijikenda, Luo, Somali, Luhya, Meru, and Turkana.

**Table 11: Ethnic Representation in the County Public Service of all Counties**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> | <b>National Population %</b> | <b>Variance</b> |
|-----|---------------------|---------------|-------------------|------------------------------|-----------------|
| 1.  | Kikuyu              | 26807         | 22.9              | 17.7                         | 5.2             |
| 2.  | Kalenjin            | 16257         | 13.9              | 13.3                         | 1.3             |
| 3.  | Pokot               | 819           | 0.7               |                              |                 |
| 4.  | Luhya               | 15522         | 13.3              | 14.2                         | -0.9            |
| 5.  | Luo                 | 11913         | 10.19             | 10.8                         | -0.61           |
| 6.  | Kamba               | 9058          | 7.75              | 10.4                         | -2.65           |
| 7.  | Kisii               | 8000          | 6.8               | 5.2                          | -0.86           |
| 8.  | Meru                | 4629          | 3.96              |                              |                 |
| 9.  | Mijikenda           | 4406          | 3.77              | 6.4                          | -3.33           |
| 10. | Pokomo              | 666           | 0.57              |                              |                 |
| 11. | Somali              | 3592          | 3.07              | 0.9                          | 1.51            |
| 12. | Embu                | 2817          | 2.41              | 2.2                          | -0.03           |
| 13. | Maasai              | 2537          | 2.17              | 0.7                          | 0.52            |
| 14. | Taita               | 1430          | 1.22              | 0.5                          | 0.51            |
| 15. | Tharaka             | 1284          | 1.01              | 0.6                          | 0.26            |
| 16. | Samburu             | 1008          | 0.86              | 0.4                          | 0.42            |
| 17. | Borana              | 953           | 0.82              | 2.6                          | -1.84           |
| 18. | Turkana             | 891           | 0.76              | 0.9                          | -0.14           |
| 19. | Teso                | 883           | 0.76              | 0.4                          | 0.16            |
| 20. | Mbeere              | 656           | 0.56              | 0.7                          | -0.41           |
| 21. | Kuria               | 339           | 0.29              | 0.2                          | 0.06            |
| 22. | Orma                | 298           | 0.26              | 0                            | 0.21            |
| 23. | Other Kenyans       | 241           | 0.21              |                              |                 |

|     |              |               |            |      |       |
|-----|--------------|---------------|------------|------|-------|
| 24. | Swahili      | 220           | 0.19       | 0.3  | 0.26  |
| 25. | Bajun        | 428           | 0.37       |      |       |
| 26. | Suba         | 182           | 0.16       | 0.4  | -0.24 |
| 27. | Njemps       | 180           | 0.15       | 0    | 0.15  |
| 28. | Kenyan Arab  | 173           | 0.15       | 0.1  | 0.05  |
| 29. | Taveta       | 133           | 0.11       | 0.1  | 0.01  |
| 30. | Gabra        | 132           | 0.11       | 0.2  | -0.09 |
| 31. | Foreigner    | 99            | 0.08       | -    | -     |
| 32. | Burji        | 92            | 0.01       | 0.1  | -0.09 |
| 33. | Rendille     | 84            | 0.07       | 0.2  | -0.13 |
| 34. | Kenyan Asian | 82            | 0.07       | 0.1  | -0.03 |
| 35. | Sakuye       | 23            | 0.02       | 0    | 0.02  |
| 36. | Nubi         | 11            | 0.01       | 0.01 | 0     |
| 37. | Issak        | 2             | 0.002      | 0    | 0.002 |
| 38. | Galla        | 1             | 0.001      | 0    | 0.001 |
| 39. | Ilchamus     | 1             | 0.001      | 0    | 0.001 |
| 40. | Gosha        | 1             | 0.001      | 0.1  | -0.1  |
| 41. | Waat         | 1             | 0.001      | 0    | 0.001 |
| 42. | Konso        | 1             | 0.001      | 0    | 0.001 |
|     | <b>Total</b> | <b>116852</b> | <b>100</b> |      |       |

### 3.9 A Snapshot into the Ethnic Majorities in County Employment

The majority of members in the county executive committee, the county public service board, the county assembly and the general staff in 43 counties are drawn from the dominant ethnic group in the county.

**Table 12: Ethnic representation of the ethnic majorities in county employment**

| county        | General Staff | Highest Ethnic Group | %    | County Executive | Highest Ethnic Group | %         | County Public Service | Highest Ethnic Group | %    | County Assembly | Highest Ethnic Group | %    |
|---------------|---------------|----------------------|------|------------------|----------------------|-----------|-----------------------|----------------------|------|-----------------|----------------------|------|
| Mombasa       | Mijikenda     | Mijikenda            | 42.3 | Mijikenda        | 20                   | Swahili   | 50                    | Mijikenda            | 50   | Mijikenda       | Mijikenda            | 20   |
| Kwale         | Mijikenda     | Mijikenda            | 64.1 | Mijikenda        | 77.8                 | Mijikenda | 85.7                  | Mijikenda            | 85.7 | Mijikenda       | Mijikenda            | 77.8 |
| Kilifi        | Mijikenda     | Mijikenda            | 64.4 | Mijikenda        | 85.7                 | Mijikenda | 100                   | Mijikenda            | 100  | Mijikenda       | Mijikenda            | 85.7 |
| Tana river    | Pokomo        | Orma                 | 36.5 | Orma             | 33.3                 | Orma      | 33.3                  | Orma                 | 33.3 | Orma            | Orma                 | 33.3 |
| Lamu          | Bajun         | Bajun                | 32.7 | Bajun            | 44.4                 | Bajun     | 66.6                  | Bajun                | 66.6 | Bajun           | Bajun                | 44.4 |
| Taita Taveta  | Taita         | Taita                | 53.4 | Taita            | 77.8                 | Taita     | 67.0                  | Taita                | 67.0 | Taita           | Taita                | 77.8 |
| Garissa       | Somali        | Somali               | 56.9 | Somali           | 100                  | Somali    | 83.0                  | Somali               | 83.0 | Somali          | Somali               | 100  |
| Wajir         | Somali        | Somali               | 78.6 | Somali           | 100                  | Somali    | 100                   | Somali               | 100  | Somali          | Somali               | 100  |
| Mandera       | Somali        | Somali               | 83.0 | Somali           | 100                  | Somali    | 100                   | Somali               | 100  | Somali          | Somali               | 100  |
| Marsabit      | Borana        | Burji                | 33.2 | Burji            | 20                   | Gabra     | 42.8                  | Burji                | 42.8 | Burji           | Burji                | 20   |
| Isiolo        | Borana        | Borana               | 41.0 | Borana           | 44.4                 | Borana    | 57.1                  | Borana               | 57.1 | Borana          | Borana               | 44.4 |
| Meru          | Meru          | Meru                 | 84.6 | Meru             | 100                  | Meru      | 100                   | Meru                 | 100  | Meru            | Meru                 | 100  |
| Tharaka Nithi | Tharaka       | Tharaka              | 74.7 | Tharaka          | 100                  | Tharaka   | 100                   | Tharaka              | 100  | Tharaka         | Tharaka              | 100  |
| Embu          | Embu          | Embu                 | 58.8 | Embu             | 50.0                 | Embu      | 66.7                  | Embu                 | 66.7 | Embu            | Embu                 | 50.0 |
| Kitui         | Kamba         | Kamba                | 80.6 | Kamba            | 88.9                 | Kamba     | 85.7                  | Kamba                | 85.7 | Kamba           | Kamba                | 88.9 |
| Machakos      | Kamba         | Kamba                | 79.0 | Kamba            | 90.0                 | Kamba     | 100                   | Kamba                | 100  | Kamba           | Kamba                | 90.0 |
| Makueni       | Kamba         | Kamba                | 81.1 | Kamba            | 90.0                 | Kamba     | 100                   | Kamba                | 100  | Kamba           | Kamba                | 90.0 |
| Nyandarua     | Kikuyu        | Kikuyu               | 93.7 | Kikuyu           | 100                  | Kikuyu    | 100                   | Kikuyu               | 100  | Kikuyu          | Kikuyu               | 100  |
| Nyeri         | Kikuyu        | Kikuyu               | 95.3 | Kikuyu           | 100                  | Kikuyu    | 100                   | Kikuyu               | 100  | Kikuyu          | Kikuyu               | 100  |
| Kirinyaga     | Kikuyu        | Kikuyu               | 93.9 | Kikuyu           | 100                  | Kikuyu    | 100                   | Kikuyu               | 100  | Kikuyu          | Kikuyu               | 100  |
| Muranga       | Kikuyu        | Kikuyu               | 93.4 | Kikuyu           | 100                  | Kikuyu    | 60.0                  | Kikuyu               | 60.0 | Kikuyu          | Kikuyu               | 100  |
| Kiambu        | Kikuyu        | Kikuyu               | 85.4 | Kikuyu           | 80.0                 | Kikuyu    | 60.0                  | Kikuyu               | 60.0 | Kikuyu          | Kikuyu               | 80.0 |
| Turkana       | Turkana       | Turkana              | 67.3 | Turkana          | 100                  | Turkana   | 100                   | Turkana              | 100  | Turkana         | Turkana              | 100  |

|                 |          |      |          |      |          |       |          |      |
|-----------------|----------|------|----------|------|----------|-------|----------|------|
| West Pokot      | Pokot    | 49.1 | Pokot    | 88.9 | Pokot    | 85.7  | Pokot    | 89.5 |
| Samburu         | Samburu  | 73.6 | Samburu  | 88.9 | Samburu  | 100   | Samburu  | 92.3 |
| Trans Nzoia     | Luhya    | 47.3 | Luhya    | 55.6 | Luhya    | 71.4  | Luhya    | 50.7 |
| Uasin Gishu     | Kalenjin | 64.9 | Kalenjin | 87.5 | Kalenjin | 85.7  | Kalenjin | 83.5 |
| Elgeyo Marakwet | Kalenjin | 93   | Kalenjin | 100  | Kalenjin | 100   | Kalenjin | 95.1 |
| Nandi           | Kalenjin | 81.0 | Kalenjin | 100  | Kalenjin | 100   | Kalenjin | 100  |
| Baringo         | Kalenjin | 81.5 | Kalenjin | 70.0 | Kalenjin | 66.6  | Kalenjin | 81.3 |
| Lakipia         | Kikuyu   | 77.1 | Kikuyu   | 60.0 | Kikuyu   | 57.1  | Kikuyu   | 63.5 |
| Nakuru          | Kikuyu   | 48.4 | Kikuyu   | 50   | Kikuyu   | 41.7  | Kikuyu   | 57.0 |
| Narok           | Maasai   | 66.0 | Maasai   | 70   | Maasai   | 66.6  | Maasai   | 73.1 |
| Kajiado         | Maasai   | 38.4 | Maasai   | 80   | Maasai   | 85.7  | Maasai   | 73.9 |
| Kericho         | Kalenjin | 88.4 | Kalenjin | 100  | Kalenjin | 100   | Kalenjin | 93.0 |
| Bomet           | Kalenjin | 96.6 | Kalenjin | 100  | Kalenjin | 100   | Kalenjin | 96.2 |
| Kakamega        | Luhya    | 96.6 | Luhya    | 100  | Luhya    | 100   | Luhya    | 94.0 |
| Vihiga          | Luhya    | 85.1 | Luhya    | 90   | Luhya    | 100   | Luhya    | 85.1 |
| Bungoma         | Luhya    | 75.2 | Luhya    | 90   | Luhya    | 83.3  | Luhya    | 75.8 |
| Busia           | Luhya    | 58.8 | Luhya    | 60   | Luhya    | 60    | Luhya    | 68.1 |
| Siaya           | Luo      | 78.9 | Luo      | 100  | Luo      | 100   | Luo      | 86.5 |
| Kisumu          | Luo      | 78.0 | Luo      | 90.0 | Luo      | 100.0 | Luo      | 87.5 |
| Homa Bay        | Luo      | 87.4 | Luo      | 62.5 | Luo      | 60.0  | Luo      | 88.5 |
| Migori          | Luo      | 65.2 | Luo      | 60.0 | Luo      | 66.6  | Luo      | 69.2 |
| Kisii           | Kisii    | 89.9 | Kisii    | 100  | Kisii    | 100.0 | Kisii    | 94.0 |
| Nyamira         | Kisii    | 90.4 | Kisii    | 100  | Kisii    | 85.7  | Kisii    | 99.0 |
| Nairobi         | Kikuyu   | 51.8 | Kikuyu   | 30   | -*       | -*    | Luo      | 23.5 |

\*These organs have no major dominant ethnic group.

## CHAPTER FOUR: ETHNIC AUDIT OF COUNTIES

### 4.1 Mombasa County

#### *Introduction*

Mombasa County is situated in the South Eastern part of the former Coast Province. It borders Kilifi County to the North, Kwale County to the South West and the Indian Ocean to the East. Its capital and only city is Mombasa. The County has a population of 939,370 (2009 Census). Mombasa County has six sub-counties, namely: Changamwe, Jomvu, Kisauni, Nyali, Likoni, and Mvita.

#### *General County Public Service*

Mombasa County has 3,896 members of staff.<sup>1</sup> Mombasa County complies with the CGA Act as the figure below indicates that the Mijikenda are the majority in the public service of the county with 42.2%.

**Table 13: Ethnic Representation in the County Public Service of Mombasa County**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Mijikenda           | 1647          | 42.3              |
| 2.  | Kamba               | 360           | 9.2               |
| 3.  | Kikuyu              | 269           | 6.9               |
| 4.  | Luhya               | 265           | 6.8               |
| 5.  | Luo                 | 253           | 6.5               |
| 6.  | Taita               | 225           | 5.8               |
| 7.  | Bajun               | 144           | 3.7               |
| 8.  | Swahili             | 126           | 3.2               |
| 9.  | Kisii               | 106           | 2.7               |
| 10. | Kenya Arab          | 93            | 2.4               |
| 11. | Meru                | 71            | 1.8               |
| 12. | Pokomo              | 62            | 1.6               |
| 13. | Kalenjin            | 50            | 1.3               |
| 14. | Somali              | 47            | 1.2               |
| 15. | Other Kenyan        | 39            | 1.0               |
| 16. | Kenyan Asian        | 37            | 0.9               |
| 17. | Embu                | 27            | 0.7               |
| 18. | Borana              | 13            | 0.3               |

<sup>1</sup> Mombasa County submitted its staff data on 1<sup>st</sup> April 2015.

|     |              |             |            |
|-----|--------------|-------------|------------|
| 19. | Mbeere       | 10          | 0.3        |
| 20. | Taveta       | 11          | 0.3        |
| 21. | Nubi         | 9           | 0.2        |
| 22. | Kuria        | 7           | 0.2        |
| 23. | Maasai       | 6           | 0.1        |
| 24. | Teso         | 5           | 0.1        |
| 25. | Suba         | 4           | 0.1        |
| 26. | Tharaka      | 3           | 0.08       |
| 27. | Burji        | 3           | 0.08       |
| 28. | Orma         | 2           | 0.08       |
| 29. | Pokot        | 1           | 0.03       |
| 30. | Samburu      | 1           | 0.03       |
|     | <b>Total</b> | <b>3896</b> | <b>100</b> |

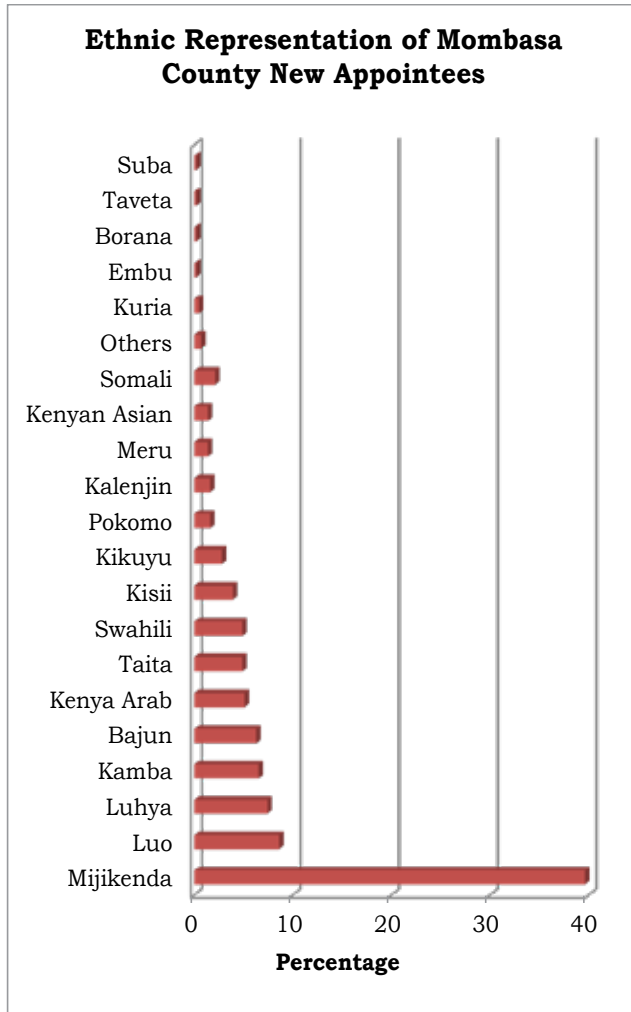
### *New Appointments*

The county hired 432 members of staff as at the date of submission of data. Table 11 below shows that the County complied with the provision of the CGA as the highest number of staff, the Mijikenda, make up 39.6% of the new appointees.

**Table 14: Ethnic profiling of New Appointments in Mombasa County**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Mijikenda           | 171           | 39.6              |
| 2.  | Luo                 | 37            | 8.5               |
| 3.  | Luhya               | 32            | 7.4               |
| 4.  | Kamba               | 28            | 6.5               |
| 5.  | Bajun               | 27            | 6.3               |
| 6.  | Kenya Arab          | 22            | 5.1               |
| 7.  | Taita               | 21            | 4.9               |
| 8.  | Swahili             | 21            | 4.9               |
| 9.  | Kisii               | 17            | 3.9               |
| 10. | Kikuyu              | 12            | 2.8               |
| 11. | Pokomo              | 7             | 1.6               |
| 12. | Kalenjin            | 7             | 1.6               |
| 13. | Meru                | 6             | 1.4               |
| 14. | Kenyan Asian        | 6             | 1.4               |
| 15. | Somali              | 9             | 2.1               |
| 16. | Other Kenyans       | 3             | 0.7               |

|     |              |            |            |
|-----|--------------|------------|------------|
| 17. | Kuria        | 2          | 0.5        |
| 18. | Embu         | 1          | 0.2        |
| 19. | Borana       | 1          | 0.2        |
| 20. | Taveta       | 1          | 0.2        |
| 21. | Suba         | 1          | 0.2        |
|     | <b>Total</b> | <b>432</b> | <b>100</b> |



**Figure 3: Ethnic Profiling of the New Appointments in Mombasa County**

*County Assembly staff*

The county assembly of Mombasa complies with the CGA as the highest community, the Mijikenda, form 59.2% of the assembly staff.

**Table 15: Ethnic distribution of Mombasa County Assembly**

|     | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Mijikenda    | 96     | 59.3       |
| 2.  | Luo          | 26     | 16.0       |
| 3.  | Kamba        | 10     | 6.2        |
| 4.  | Luhya        | 9      | 5.6        |
| 5.  | Swahili      | 8      | 4.9        |
| 6.  | Kikuyu       | 4      | 2.5        |
| 7.  | Taita        | 4      | 2.5        |
| 8.  | Kisii        | 1      | 0.6        |
| 9.  | Maasai       | 1      | 0.6        |
| 10. | Meru         | 1      | 0.6        |
| 11. | Somali       | 1      | 0.6        |
| 12. | Taveta       | 1      | 0.6        |
|     | Total        | 162    | 100        |

*County Public Service Board Members*

As at the date of submission, Mombasa County had six members in the County Public Service Board. Three of them are from the Swahili Community and one from the Mijikenda, Arab and Luo communities each.

**Table 16: Ethnic Audit of the CPSB of Mombasa County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Swahili      | 3      | 50.0       |
| 2.  | Mijikenda    | 1      | 16.67      |
| 3.  | Kenyan Arab  | 1      | 16.67      |
| 4.  | Luo          | 1      | 16.67      |
|     | Total        | 6      | 100        |

*County Executive Committee Members*

The county executive committee has ten members, with three ethnic groups, the Mijikenda, Kikuyu, and Somali tying at 20%

**Table 17: Ethnic Balance in the CEC in Mombasa County**

| No. | Ethnic Group | No. | Percentage |
|-----|--------------|-----|------------|
| 1.  | Mijikenda    | 2   | 20         |

|    |              |           |            |
|----|--------------|-----------|------------|
| 2. | Kikuyu       | 2         | 20         |
| 3. | Somali       | 2         | 20         |
| 4. | Luo          | 1         | 9.1        |
| 5. | Bajun        | 1         | 9.1        |
| 6. | Arab         | 1         | 9.1        |
| 7. | Swahili      | 1         | 9.1        |
|    | <b>Total</b> | <b>10</b> | <b>100</b> |

## 4.2 Kwale County

### *Introduction*

Kwale County is located in south coast of Kenya. It borders the Republic of Tanzania to the South West, TaitaTaveta to the West, Kilifi to the North, Mombasa to the North East and the Indian Ocean to the East. Kwale County covers a total surface area of 8,270.2 square km and accounts for 1.42 per cent of Kenya's total surface area. The County's capital is Kwale Town which is located 30 km southwest of Mombasa and 15km inland. It borders the Shimba Hills National Reserve. Other major towns include: Ukunda, Msambweni, Kinango, and Lunga Lunga. Based on the 2009 Kenya Population and Housing Census, the county had a population of 649,931 which accounted for 1.7 per cent of the total Kenyan population. Kwale County has the following sub-counties: Matuga, Msambweni, Lungalunga and Kinango.

### *General County Public Service*

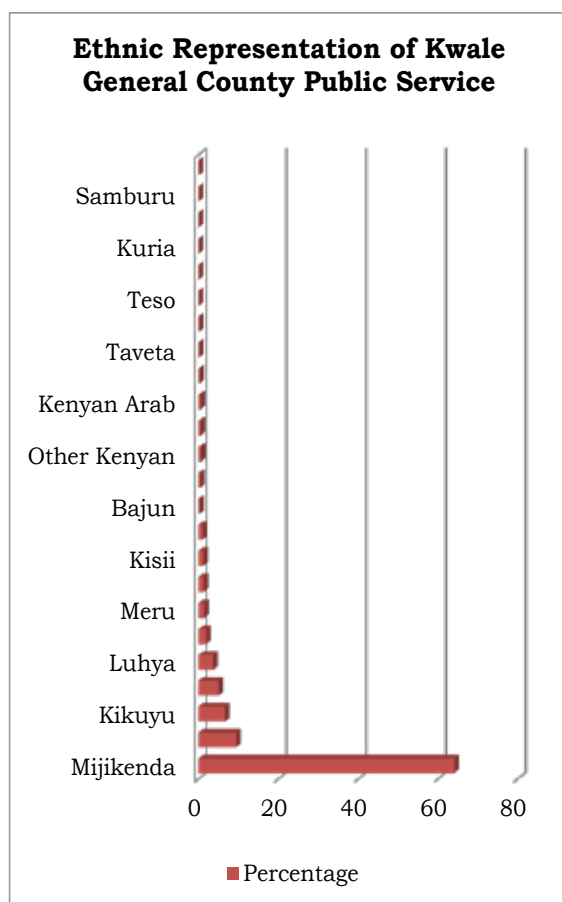
Kwale County has 1,424 members of staff in the county public service.<sup>23</sup> It complies with the CGA as the largest community make up 64.1% of members from the Mijikenda community

**Table 18: Ethnic composition of all county public servants in Kwale County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Mijikenda           | 913           | 64.1              |
| 2. | Kamba               | 135           | 9.5               |
| 3. | Kikuyu              | 96            | 6.8               |
| 4. | Taita               | 71            | 5                 |

<sup>23</sup>Kwale County submitted its staff data on 6<sup>th</sup> March 2015.

|     |              |      |     |
|-----|--------------|------|-----|
| 5.  | Luhya        | 53   | 3.7 |
| 6.  | Luo          | 29   | 2   |
| 7.  | Meru         | 22   | 1.5 |
| 8.  | Kalenjin     | 20   | 1.4 |
| 9.  | Kisii        | 19   | 1.3 |
| 10. | Pokomo       | 15   | 1.1 |
| 11. | Other Kenyan | 9    | 0.6 |
| 12. | Embu         | 7    | 0.5 |
| 13. | Kenyan Arab  | 7    | 0.5 |
| 14. | Swahili      | 6    | 0.4 |
| 15. | Bajun        | 4    | 0.3 |
| 16. | Somali       | 4    | 0.3 |
| 17. | Taveta       | 3    | 0.2 |
| 18. | Kenyan Asian | 3    | 0.2 |
| 19. | Teso         | 2    | 0.1 |
| 20. | Maasai       | 2    | 0.1 |
| 21. | Mbeere       | 1    | 0.1 |
| 22. | Kuria        | 1    | 0.1 |
| 23. | Samburu      | 1    | 0.1 |
| 24. | Burji        | 1    | 0.1 |
|     | Total        | 1424 | 100 |



**Figure 4: Ethnic composition of all county public servants in Kwale County**

### *New Appointments*

The county had deployed 412 members of staff as at the date of submission of data. The Mijikenda were in the lead with 80%. Kwale County has contravened the provision of section 65 of the CGA which expresses the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county.

**Table 19: Ethnic representation among new appointees in Kwale County Public Service**

|    | <b>Ethnic Group</b> | <b>No.</b> | <b>Percentage</b> |
|----|---------------------|------------|-------------------|
| 1. | Mijikenda           | 329        | 80                |
| 2. | Kamba               | 35         | 8.5               |
| 3. | Taita               | 8          | 2                 |
| 4. | Kikuyu              | 7          | 1.7               |

|     |              |            |            |
|-----|--------------|------------|------------|
| 5.  | Meru         | 7          | 1.7        |
| 6.  | Luo          | 6          | 1.5        |
| 7.  | Kisii        | 5          | 1.2        |
| 8.  | Luhya        | 4          | 1          |
| 9.  | Kenyan Asian | 2          | 0.5        |
| 10. | Kenya Arab   | 2          | 0.5        |
| 11. | Bajun        | 1          | 0.2        |
| 12. | Embu         | 1          | 0.2        |
| 13. | Kalenjin     | 1          | 0.2        |
| 14. | Teso         | 1          | 0.2        |
| 15. | Maasai       | 1          | 0.2        |
| 16. | Burji        | 1          | 0.2        |
| 17. | Other Kenyan | 1          | 0.2        |
|     | <b>Total</b> | <b>412</b> | <b>100</b> |

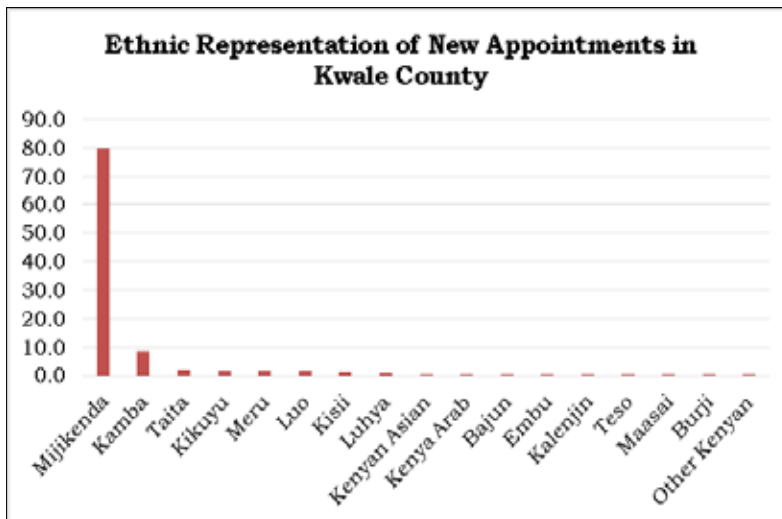


Figure 5: Ethnic representation among new appointees in Kwale County Public Service

*County Assembly staff Employees*

Kwale County assembly has 43 employees with the majority being Mijikenda at 81.4%

**Table 20: Ethnic distribution of Kwale County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Mijikenda    | 35        | 81.4       |
| 2.  | Kamba        | 4         | 9.3        |
| 3.  | Kikuyu       | 2         | 4.7        |
| 4.  | Maasai       | 1         | 2.3        |
| 5.  | Other Kenyan | 1         | 2.3        |
|     | <b>Total</b> | <b>43</b> | <b>100</b> |

*County Public Service Board Members*

There are seven members in the County Public Service Board in Kwale County, including the secretary and the chairperson. The board shows ethnic imbalance with six of members coming from the Mijikenda community.

**Table 18: Ethnic Balance in the CPSB in Kwale County**

|    | Ethnic Group | Number   | Percentage |
|----|--------------|----------|------------|
| 1. | Mijikenda    | 6        | 85.7       |
| 2. | Kamba        | 1        | 14.3       |
|    | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee Members*

There are nine members of the CEC in Kwale County. Seven are from the Mijikenda community as illustrated in the table below.

**Table 19: Representation of members of the CEC by ethnic group**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Mijikenda    | 7        | 77.8       |
| 2.  | Kamba        | 1        | 11.1       |
| 3.  | Other Kenyan | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

### 4.3 Kilifi County

#### *Introduction*

Kilifi County is in the coastal region of Kenya. It borders the counties of Tana River to the North, TaitaTaveta to the West, Mombasa and Kwale to the South and the Indian Ocean to the East. The county has a population of 1,109,735 (2009 Census), and seven sub counties namely, Kilifi South, Kilifi North, Ganze, Malindi, Magarini, Rabai and Kaloleni.

#### *General County Public Service*

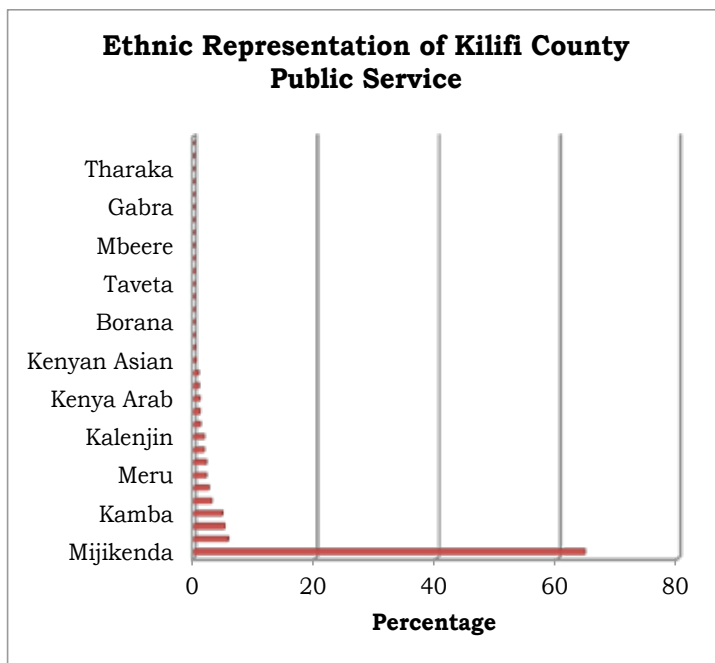
The County has 2,111 members of staff in its county public service.<sup>4</sup> The majority of employees belong to the Mijikenda community at 64.4% of the general staff.

**Table 21: Ethnic Profiling of the county public servants in Kilifi County**

| <b>No</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----------|---------------------|---------------|-------------------|
| 1.        | Mijikenda           | 1360          | 64.4              |
| 2.        | Kikuyu              | 118           | 5.6               |
| 3.        | Taita               | 107           | 5.1               |
| 4.        | Kamba               | 99            | 4.7               |
| 5.        | Luhya               | 62            | 2.9               |
| 6.        | Pokomo              | 53            | 2.5               |
| 7.        | Meru                | 42            | 2                 |
| 8.        | Luo                 | 42            | 2                 |
| 9.        | Kisii               | 36            | 1.7               |
| 10.       | Kalenjin            | 36            | 1.7               |
| 11.       | Other Kenyan        | 23            | 1.1               |
| 12.       | Bajun               | 21            | 1                 |
| 13.       | Kenya Arab          | 21            | 1                 |
| 14.       | Somali              | 17            | 0.8               |
| 15.       | Swahili             | 14            | 0.7               |
| 16.       | Kenyan Asian        | 8             | 0.35              |

<sup>4</sup>Kilifi County submitted its staff data on 31<sup>st</sup> March 2015

|     |              |              |            |
|-----|--------------|--------------|------------|
| 17. | Embu         | 6            | 0.3        |
| 18. | Maasai       | 5            | 0.2        |
| 19. | Borana       | 5            | 0.2        |
| 20. | Orma         | 5            | 0.2        |
| 21. | Pokot        | 4            | 0.2        |
| 22. | Taveta       | 4            | 0.2        |
| 23. | Teso         | 4            | 0.2        |
| 24. | Foreigner    | 4            | 0.2        |
| 25. | Mbeere       | 2            | 0.1        |
| 26. | Kuria        | 2            | 0.1        |
| 27. | Suba         | 2            | 0.1        |
| 28. | Gabra        | 2            | 0.1        |
| 29. | Rendille     | 2            | 0.1        |
| 30. | Burji        | 2            | 0.1        |
| 31. | Tharaka      | 1            | 0.05       |
| 32. | Samburu      | 1            | 0.05       |
| 33. | Sakuye       | 1            | 0.05       |
|     | <b>Total</b> | <b>2,111</b> | <b>100</b> |



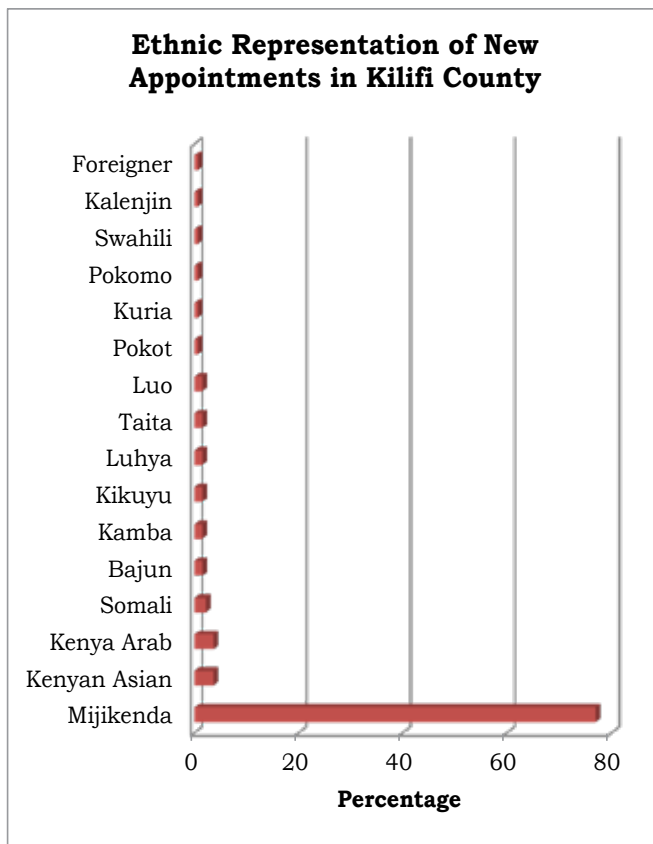
**Figure 6: Ethnic representation of Kilifi County Public Service**

*New Appointments*

The appointments made by the county after its establishment in 2013 up to the date of submission encompassed 135 staff. The majority is the Mijikenda at 77.0%. Kilifi County has contravened Section 65 of the CGA which requires that at least thirty percent of the vacant posts at entry level should be filled by candidates who are not from the dominant ethnic community in the county.

**Table 22: Ethnic Representation of New Appointments in Kilifi County Public Service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Mijikenda           | 104           | 77.0              |
| 2.         | Kenyan Asian        | 5             | 3.8               |
| 3.         | Kenya Arab          | 5             | 3.8               |
| 4.         | Somali              | 3             | 2.2               |
| 5.         | Bajun               | 2             | 1.5               |
| 6.         | Kamba               | 2             | 1.5               |
| 7.         | Kikuyu              | 2             | 1.5               |
| 8.         | Luhya               | 2             | 1.5               |
| 9.         | Taita               | 2             | 1.5               |
| 10.        | Luo                 | 2             | 1.5               |
| 11.        | Pokot               | 1             | 0.7               |
| 12.        | Kuria               | 1             | 0.7               |
| 13.        | Pokomo              | 1             | 0.7               |
| 14.        | Swahili             | 1             | 0.7               |
| 15.        | Kalenjin            | 1             | 0.7               |
| 16.        | Foreigner           | 1             | 0.7               |
|            | <b>Total</b>        | <b>135</b>    | <b>100</b>        |



**Figure 7: Ethnic Representation of New Appointments in Kilifi County**  
*County Assembly staff*

Kilifi County assembly has 93 employees with the dominant community Mijikenda being the largest at 91.4%

**Table 23: Ethnic balancing of Kilifi County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Mijikenda    | 85        | 91.4       |
| 2.  | Kikuyu       | 2         | 2.1        |
| 3.  | Swahili      | 2         | 2.1        |
| 4.  | Taita        | 1         | 1.1        |
| 5.  | Kamba        | 1         | 1.1        |
| 6.  | Luhya        | 1         | 1.1        |
| 7.  | Pokomo       | 1         | 1.1        |
|     | <b>Total</b> | <b>93</b> | <b>100</b> |

*County Public Service Board Members*

The CPSB in Kilifi County has seven members who all belong to the Mijikenda community.

**Table 24: Ethnic representation among the CPSB in Kilifi County**

| No. | Ethnic Group | No. | Percentage |
|-----|--------------|-----|------------|
| 1.  | Mijikenda    | 7   | 100        |

*County Executive Committee Members*

Kilifi County has seven members of the CEC, six being Mijikenda.

**Table 25: Ethnic audit of the CEC in Kilifi County**

|    | Ethnic Group | Number   | Percentage |
|----|--------------|----------|------------|
| 1. | Mijikenda    | 6        | 85.7       |
| 2. | Kamba        | 1        | 14.3       |
|    | <b>Total</b> | <b>7</b> | <b>100</b> |

**4.4 Tana River County***Introduction*

Tana River County is one of the forty seven (47) counties in the Republic of Kenya. The County takes its name from River Tana, which is the longest river in Kenya. It is a County in the former Coast Province, Kenya with an area of 35,375.8 square kilometers (13,658.7 sq m) and a population of 240,075 according to the 2009 census. As one of the six Counties in the Coast region, Tana River County borders Kitui County to the West, Garissa County to the North East, Isiolo County to the North, Lamu County to the South East and Kilifi County to the South. The administrative headquarter of the county is Hola. The County has three sub counties; Tana North, Tana River and Tana Delta.

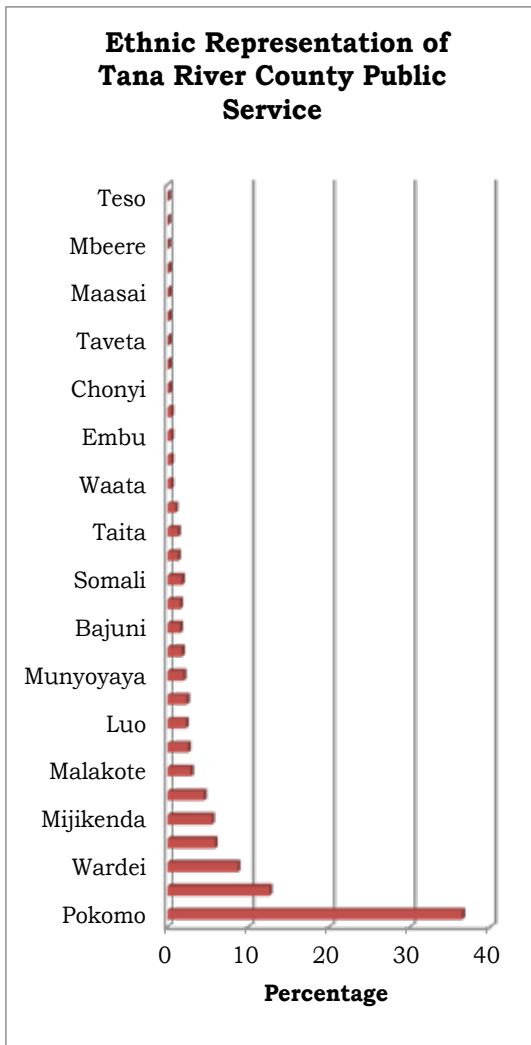
**General County Public Service**

The county has 1,275 members of staff<sup>5</sup>. Majority of the staff belong to the Pokomo ethnic group.

<sup>5</sup> Tana river county submitted data on 14<sup>th</sup> April, 2015

**Table 26: Ethnic Diversity within the Tana River County Public Service**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Pokomo              | 465           | 36.5              |
| 2.  | Orma                | 161           | 12.6              |
| 3.  | Wardei              | 111           | 8.7               |
| 4.  | Mijikenda           | 101           | 7.9               |
| 5.  | Kikuyu              | 75            | 5.9               |
| 6.  | Kamba               | 58            | 4.5               |
| 7.  | Malakote            | 37            | 2.9               |
| 8.  | Luhya               | 33            | 2.6               |
| 9.  | Kisii               | 31            | 2.4               |
| 10. | Luo                 | 29            | 2.3               |
| 11. | Swahili             | 26            | 2.1               |
| 12. | Kalenjin            | 23            | 1.8               |
| 13. | Somali              | 23            | 1.8               |
| 14. | Bajun               | 21            | 1.6               |
| 15. | Meru                | 17            | 1.3               |
| 16. | Taita               | 17            | 1.3               |
| 17. | Borana              | 13            | 1.0               |
| 18. | Waata               | 7             | 0.5               |
| 19. | Embu                | 6             | 0.5               |
| 20. | Mwilwana            | 6             | 0.5               |
| 21. | Kenyan Arab         | 3             | 0.2               |
| 22. | Taveta              | 3             | 0.2               |
| 23. | Kuria               | 2             | 0.2               |
| 24. | Maasai              | 2             | 0.2               |
| 25. | Turkana             | 2             | 0.2               |
| 26. | Mbeere              | 1             | 0.1               |
| 27. | Sakuye              | 1             | 0.1               |
| 28. | Teso                | 1             | 0.1               |
|     | <b>Total</b>        | <b>1275</b>   | <b>100</b>        |



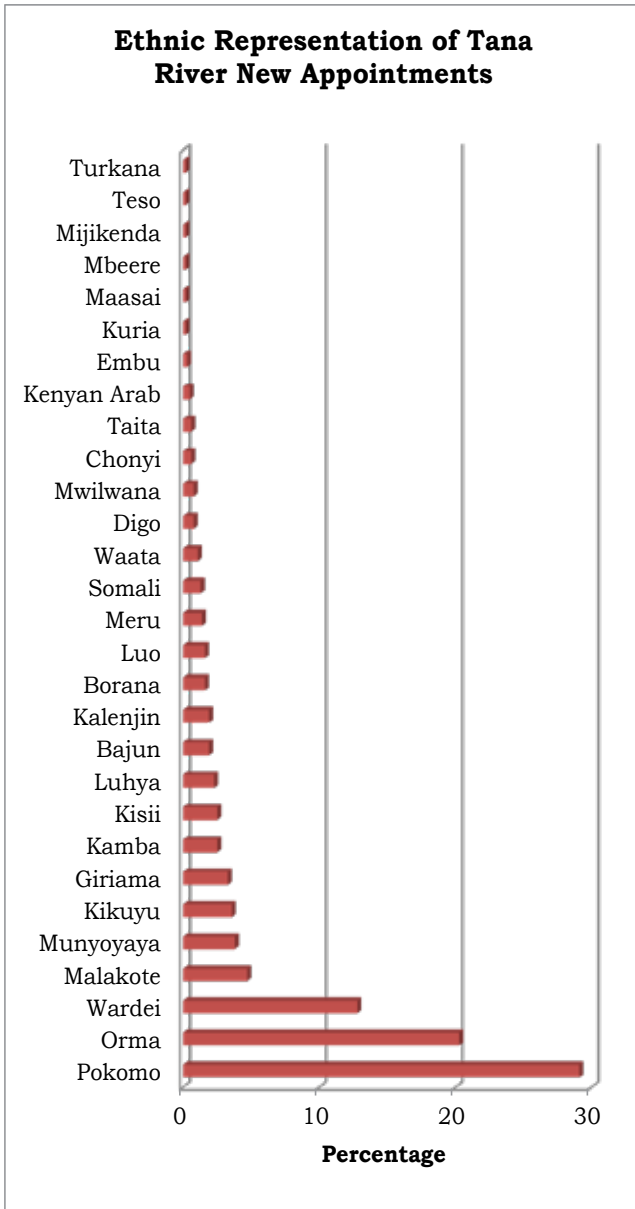
**Figure 8: Ethnic Diversity within the Tana River County Public Service**

### *New Appointments*

Tana River County has hired 640 members of staff since inception. The highest percentage of staff is 29.1% from the Pokomo community. Tana River County complies with the provisions of the Constitution, the NCI Act and CGA since it has granted more than thirty percent to persons not from the dominant ethnic group. It also has very many ethnic groups included in its staff recruitments.

**Table 27: Ethnic Representation of New Appointments in the Public Service of Tana River County**

|     | <b>Ethnic Group</b> | <b>Number</b> |            |
|-----|---------------------|---------------|------------|
| 1.  | Pokomo              | 186           | 29.1       |
| 2.  | Orma                | 130           | 20.2       |
| 3.  | Wardei              | 82            | 12.8       |
| 4.  | Mijikenda           | 31            | 4.7        |
| 5.  | Malakote            | 30            | 4.6        |
| 6.  | Swahili             | 24            | 3.8        |
| 7.  | Kikuyu              | 23            | 3.6        |
| 8.  | Kamba               | 16            | 2.5        |
| 9.  | Kisii               | 16            | 2.5        |
| 10. | Luhya               | 15            | 2.3        |
| 11. | Bajun               | 12            | 1.9        |
| 12. | Kalenjin            | 12            | 1.9        |
| 13. | Borana              | 10            | 1.6        |
| 14. | Luo                 | 10            | 1.6        |
| 15. | Meru                | 9             | 1.4        |
| 16. | Somali              | 8             | 1.3        |
| 17. | Waata               | 7             | 1.1        |
| 18. | Mwilwana            | 5             | 0.7        |
| 19. | Taita               | 4             | 0.6        |
| 20. | Kenyan Arab         | 3             | 0.5        |
| 21. | Embu                | 2             | 0.3        |
| 22. | Kuria               | 1             | 0.2        |
| 23. | Maasai              | 1             | 0.2        |
| 24. | Mbeere              | 1             | 0.2        |
| 25. | Teso                | 1             | 0.2        |
| 26. | Turkana             | 1             | 0.2        |
|     | <b>Total</b>        | <b>640</b>    | <b>100</b> |



**Figure 9: Ethnic Representation in the Public Service of Tana River County**

*Tana River County Assembly*

Tana River County assembly Complies with the County Government Act as the dominant ethnic group, the Pokomo, comprises only 36.7% of the total workforce.

**Table 28: Ethnic Diversity in the County Assembly of Tana River County**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Pokomo              | 29            | 36.7              |
| 2.  | Orma                | 17            | 21.5              |
| 3.  | Wardei              | 17            | 21.5              |
| 4.  | Somali              | 6             | 7.6               |
| 5.  | Kisii               | 3             | 3.8               |
| 6.  | Borana              | 2             | 2.4               |
| 7.  | Embu                | 1             | 1.3               |
| 8.  | Mijikenda           | 1             | 1.3               |
| 9.  | Kikuyu              | 1             | 1.3               |
| 10. | Swahili             | 1             | 1.3               |
| 11. | Mwilwana            | 1             | 1.3               |
|     | <b>Total</b>        | <b>79</b>     | <b>100</b>        |

*County Public Service Board*

The CPSB of Tana River County has six members. They are spread among six ethnic groups as shown below:

**Table 29: Ethnic Diversity in the CPSB of Tana River County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Orma                | 1             | 16.7              |
| 2. | Wardei              | 1             | 16.7              |
| 3. | Mwilwana            | 1             | 16.7              |
| 4. | Swahili             | 1             | 16.7              |
| 5. | Pokomo              | 1             | 16.7              |
| 6. | Luhya               | 1             | 16.7              |
|    | <b>Total</b>        | <b>6</b>      | <b>100</b>        |

**County Executive Committee**

The CEC of Tana River has nine members, as shown in the table below:

**Table 30: Ethnic Audit of the CEC in Tana River County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Orma                | 3             | 33.3              |

|    |              |          |            |
|----|--------------|----------|------------|
| 2. | Wardei       | 3        | 33.3       |
| 3. | Pokomo       | 2        | 22.2       |
| 4. | Swahili      | 1        | 11.1       |
|    | <b>Total</b> | <b>9</b> | <b>100</b> |

#### 4.5 Lamu County

##### *Introduction*

Lamu County is a county in Kenya's former Coast Province. Its county headquarters is Lamu town. The county covers a strip of northeastern coastal mainland and the Lamu Archipelago. It has a population of 101,539 (2009 Census). The County is constituted of Lamu West and Lamu East sub counties.

##### *General County Public Service*

Lamu County has 749 county public servants<sup>6</sup>. The county has complied with the CGA, as the majority of staff, the Bajun, make up 32.7% of the workforce.

**Table 31: Ethnic Representation in the County Public Service of Lamu County**

| No. | Ethnic Group | Total | Percentage |
|-----|--------------|-------|------------|
| 1.  | Bajun        | 245   | 32.7       |
| 2.  | Kikuyu       | 157   | 21.0       |
| 3.  | Mijikenda    | 111   | 14.8       |
| 4.  | Pokomo       | 51    | 6.8        |
| 5.  | Kamba        | 33    | 4.4        |
| 6.  | Taita        | 22    | 2.9        |
| 7.  | Kenyan Arab  | 21    | 2.8        |
| 8.  | Luhya        | 18    | 2.5        |
| 9.  | Luo          | 13    | 1.7        |
| 10. | Meru         | 12    | 1.6        |
| 11. | Kisii        | 12    | 1.6        |
| 12. | Somali       | 10    | 1.4        |
| 13. | Other Kenyan | 8     | 1.1        |
| 14. | Kalenjin     | 7     | 0.9        |
| 15. | Orma         | 7     | 0.9        |
| 16. | Embu         | 5     | 0.7        |

<sup>6</sup> Lamu County submitted its staff data on 2<sup>nd</sup> April 2015.

|     |              |            |            |
|-----|--------------|------------|------------|
| 17. | Swahili      | 5          | 0.7        |
| 18. | Maasai       | 3          | 0.4        |
| 19. | Burji        | 2          | 0.3        |
| 20. | Teso         | 2          | 0.3        |
| 21. | Suba         | 1          | 0.1        |
| 22. | Borana       | 1          | 0.1        |
| 24. | Kenya Asian  | 1          | 0.1        |
| 25. | Taveta       | 1          | 0.1        |
| 26. | Turkana      | 1          | 0.1        |
|     | <b>Total</b> | <b>749</b> | <b>100</b> |

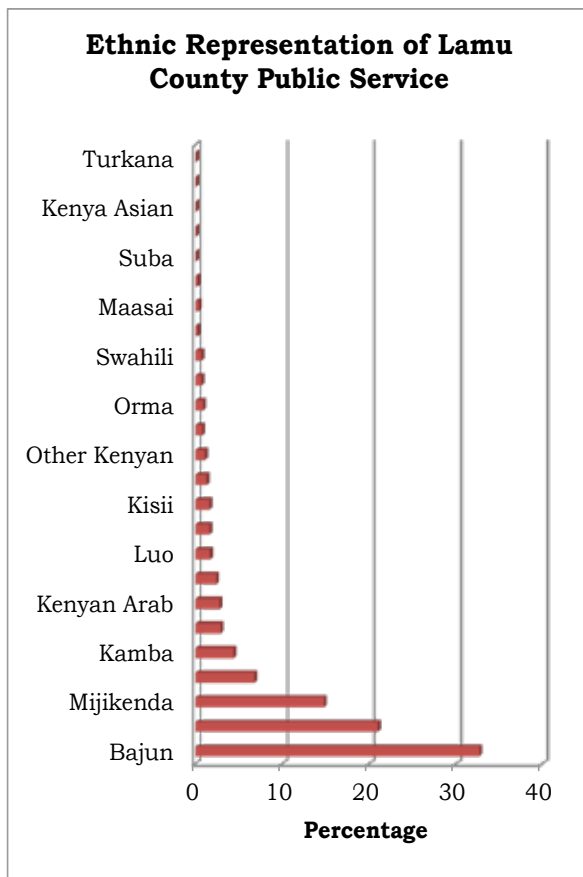


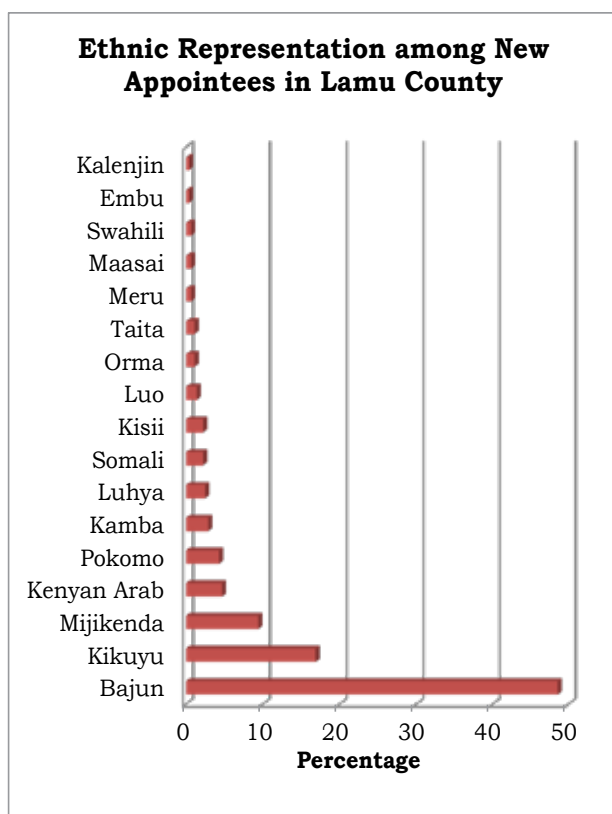
Figure 10: Ethnic Representation in the County Public Service of Lamu County

*New Appointments*

Lamu County had hired 278 staff as at the date of submission of data. The County has complied with the CGA, as the largest community, the Bajun form 48.6% of the staff.

**Table 32: Ethnic Representation among New Appointees in Lamu County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Bajun               | 135           | 48.6              |
| 2.         | Kikuyu              | 47            | 16.9              |
| 3.         | Mijikenda           | 26            | 9.4               |
| 4.         | Kenyan Arab         | 13            | 4.7               |
| 5.         | Pokomo              | 12            | 4.3               |
| 6.         | Kamba               | 8             | 2.9               |
| 7.         | Luhya               | 7             | 2.5               |
| 8.         | Somali              | 6             | 2.2               |
| 9.         | Kisii               | 6             | 2.2               |
| 10.        | Luo                 | 4             | 1.4               |
| 11.        | Orma                | 3             | 1                 |
| 12.        | Taita               | 3             | 1                 |
| 13.        | Meru                | 2             | 0.7               |
| 14.        | Maasai              | 2             | 0.7               |
| 15.        | Swahili             | 2             | 0.7               |
| 16.        | Embu                | 1             | 0.4               |
| 17.        | Kalenjin            | 1             | 0.4               |
|            | <b>Total</b>        | <b>278</b>    | <b>100</b>        |



**Figure 11: Ethnic Representation among New Appointees in Lamu Count**

#### *County Assembly employees*

The County Assembly of Lamu has 53 staff members. The Assembly complies with the CGA, as with the Bajun being the largest community at 53.8%

**Table 33: Ethnic distribution of Lamu County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Bajun        | 28        | 53.8       |
| 2.  | Kikuyu       | 12        | 23.3       |
| 3.  | Pokomo       | 3         | 5.8        |
| 4.  | Mijikenda    | 2         | 3.8        |
| 5.  | Kamba        | 2         | 3.8        |
| 6.  | Arab         | 1         | 1.9        |
| 7.  | Maasai       | 1         | 1.9        |
| 8.  | Meru         | 1         | 1.9        |
| 9.  | Orma         | 1         | 1.9        |
| 10. | Luo          | 1         | 1.9        |
|     | <b>Total</b> | <b>52</b> | <b>100</b> |

*County Public Service Board Members*

The CPSB in Lamu County is skewed as out of the six members of its composition, four come from the Bajun community.

**Table 34: Ethnic diversity in the CPSB of Lamu County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Bajun        | 4      | 66.6       |
| 2.  | Somali       | 1      | 16.7       |
| 3.  | Kikuyu       | 1      | 16.7       |
|     | Total        | 6      | 100        |

*County Executive Committee Members*

The County has nine members of the county executive committee. The members are spread among four ethnic groups as shown below:

**Table 35: Ethnic Audit of the CEC members in Lamu County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Bajun        | 4        | 44.4       |
| 2.  | Kenya Arab   | 2        | 22.2       |
| 3.  | Kikuyu       | 2        | 22.2       |
| 4.  | Mijikenda    | 1        | 11.2       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

**4.6 Taita-Taveta County***Introduction*

Taita-Taveta County lies approximately 200 km northwest of Mombasa and 360 km southeast of Nairobi. The capital is Mwatate even though it is the fourth-largest town in the county after Voi, Wundanyi and Taveta in that order. The population of the county is 250,000 persons (2009 census). TaitaTaveta County has four sub-counties namely: Taita, Voi, Mwatate and Taveta.

*General County Public Service*

The County has 1,409 members of staff in the county public service<sup>7</sup>. It complies with the CGA as the largest community make up 53.4% of members from the Taita community.

<sup>7</sup> TaitaTaveta County submitted its staff data in early 2015.

**Table 36: Ethnic Profiling of Taita Taveta County public servants**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Taita               | 753           | 53.4              |
| 2.         | Kamba               | 119           | 8.4               |
| 3.         | Kikuyu              | 118           | 8.4               |
| 4.         | Taveta              | 107           | 7.6               |
| 5.         | Mijikenda           | 90            | 6.4               |
| 6.         | Luhya               | 49            | 3.5               |
| 7.         | Luo                 | 41            | 2.9               |
| 8.         | Kisii               | 28            | 2.0               |
| 9.         | Kalenjin            | 28            | 2.0               |
| 10.        | Meru                | 19            | 1.3               |
| 11.        | Swahili             | 9             | 0.6               |
| 12.        | Embu                | 8             | 0.6               |
| 13.        | Somali              | 8             | 0.6               |
| 14.        | Pokomo              | 7             | 0.5               |
| 15.        | Kenyan Arab         | 6             | 0.4               |
| 16.        | Maasai              | 5             | 0.4               |
| 17.        | Mbeere              | 4             | 0.3               |
| 18.        | Kenyan Asian        | 3             | 0.2               |
| 19.        | Bajun               | 2             | 0.1               |
| 20.        | Other Kenyans       | 2             | 0.1               |
| 21.        | Ilchamus            | 1             | 0.1               |
| 22.        | Kuria               | 1             | 0.1               |
| 23.        | Rendille            | 1             | 0.1               |
|            | <b>Total</b>        | <b>1409</b>   | <b>100</b>        |

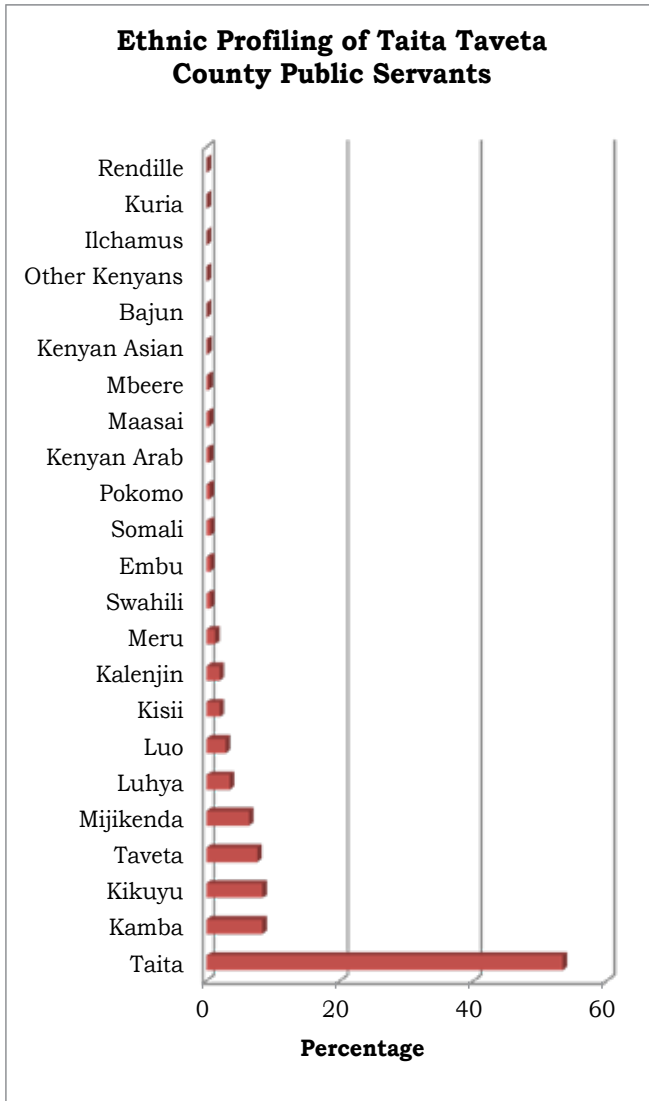


Figure 12: Ethnic Profiling of Taita Taveta County public servants

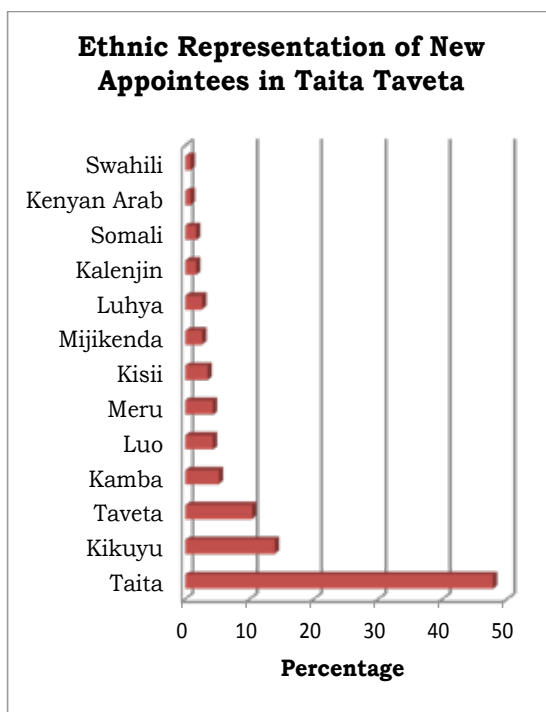
*New Appointments*

As at the date of submission, Taita Taveta County had hired 115 staff within its public service. The new appointments comply with the CGA as the largest community make up 47.8% of members from the Taita community

**Table 37: Ethnic Distribution among New Recruitments in Taita Taveta County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Taita        | 55     | 47.8       |

|     |              |            |            |
|-----|--------------|------------|------------|
| 2.  | Kikuyu       | 16         | 13.9       |
| 3.  | Taveta       | 12         | 10.4       |
| 4.  | Kamba        | 6          | 5.2        |
| 5.  | Luo          | 5          | 4.4        |
| 6.  | Meru         | 5          | 4.4        |
| 7.  | Kisii        | 4          | 3.5        |
| 8.  | Mijikenda    | 3          | 2.6        |
| 9.  | Luhya        | 3          | 2.6        |
| 10. | Kalenjin     | 2          | 1.7        |
| 11. | Somali       | 2          | 1.7        |
| 12. | Kenyan Arab  | 1          | 0.9        |
| 13. | Swahili      | 1          | 0.9        |
|     | <b>Total</b> | <b>115</b> | <b>100</b> |



**Figure 13: Ethnic Distribution among New Recruitments in Taita Taveta County**

#### *County Assembly Staff*

Taita Taveta county assembly consists of 54 members of staff, The Assembly contravenes the CGA as it has 52 staff from the Taita community, making up the 96.2%

**Table 38: Ethnic Representation of Taita Taveta County Assembly Staff**

| No | Ethnic group | Number    | Percentage |
|----|--------------|-----------|------------|
| 1. | Taita        | 52        | 96.2       |
| 2. | Mijikenda    | 1         | 1.9        |
| 3. | Kamba        | 1         | 1.9        |
|    | <b>Total</b> | <b>54</b> | <b>100</b> |

*County Public Service Board Members*

The CPSB Board of Taita Taveta County has six members, four Taita and two Taveta, representing a skewed representation.

**Table 39: Ethnic balance within the CPSB of Taita Taveta County**

| No. | Ethnic Group | No.      | Percentage |
|-----|--------------|----------|------------|
| 1.  | Taita        | 4        | 67.0       |
| 2.  | Taveta       | 2        | 33.0       |
|     | <b>Total</b> | <b>6</b> | <b>100</b> |

*County Executive Committee Members*

The County has 9 members of the CEC. The dichotomy observed in the CPSB is reinforced here as the organ has only the Taita and the Taveta, representing a skewed representation.

**Table 40: Ethnic profiling of the CEC in Taita Taveta County**

| No. | Ethnic Group | No.      | Percentage |
|-----|--------------|----------|------------|
| 1.  | Taita        | 7        | 77.8       |
| 2.  | Taveta       | 2        | 22.2       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

**4.7 Garissa County***Introduction*

Garissa County is an administrative county in the former North Eastern Province of Kenya. Its capital town is Garissa. Garissa County has a total population of 623,060 (2009 census). The County has seven sub-counties namely: Garissa Town, Madogashe, MasalaniIjara, Daadab, Fafi, Hulugho and Balambala.

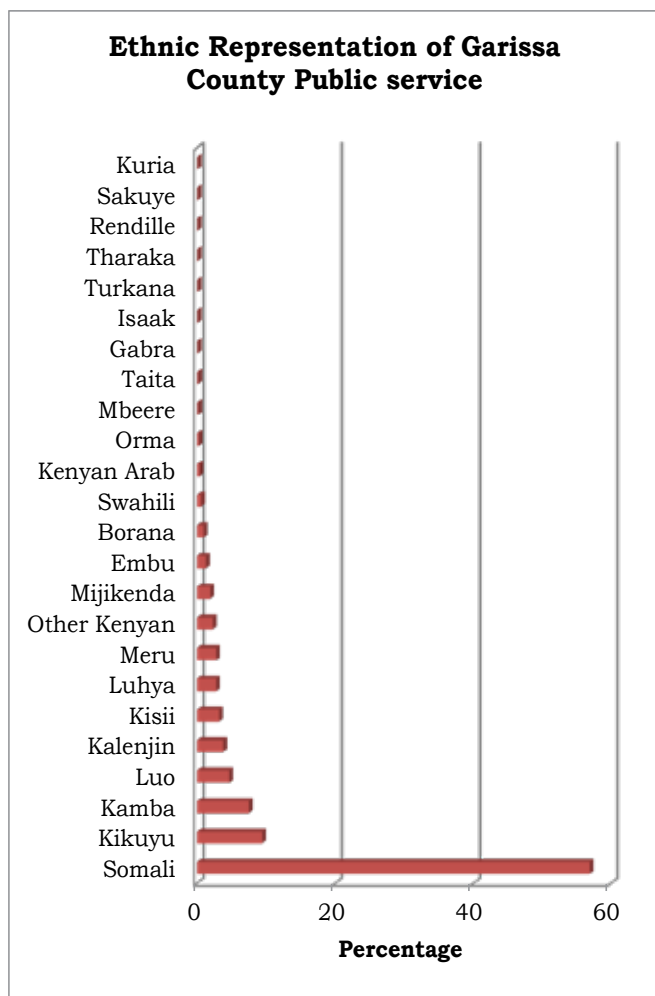
*General County Public Service*

Garissa County has 1,557 county public servants<sup>8</sup>. The County complies with the CGA as the largest community make up 56.9% of members from the Somali community. However, the County demonstrates a huge gap between the first and second communities.

**Table 41: Ethnic Distribution in the Garissa County public service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Total</b> | <b>Percentage</b> |
|------------|---------------------|--------------|-------------------|
| 1.         | Somali              | 886          | 56.9              |
| 2.         | Kikuyu              | 146          | 9.4               |
| 3.         | Kamba               | 117          | 7.5               |
| 4.         | Luo                 | 73           | 4.7               |
| 5.         | Kalenjin            | 59           | 3.8               |
| 6.         | Kisii               | 50           | 3.2               |
| 7.         | Luhya               | 43           | 2.8               |
| 8.         | Meru                | 44           | 2.8               |
| 9.         | Other Kenyan        | 36           | 2.3               |
| 10.        | Mijikenda           | 30           | 1.9               |
| 11.        | Embu                | 21           | 1.3               |
| 12.        | Borana              | 15           | 1.0               |
| 13.        | Swahili             | 9            | 0.6               |
| 14.        | Kenyan Arab         | 7            | 0.4               |
| 15.        | Orma                | 4            | 0.3               |
| 16.        | Mbeere              | 3            | 0.2               |
| 17.        | Taita               | 3            | 0.2               |
| 18.        | Gabra               | 2            | 0.1               |
| 19.        | Isaak               | 2            | 0.1               |
| 20.        | Turkana             | 2            | 0.1               |
| 21.        | Tharaka             | 2            | 0.1               |
| 22.        | Rendille            | 1            | 0.1               |
| 23.        | Sakuye              | 1            | 0.1               |
| 24.        | Kuria               | 1            | 0.1               |
|            | <b>Total</b>        | <b>1557</b>  | <b>100</b>        |

<sup>8</sup> The County submitted its staff data in early 2015.



**Figure 14: Ethnic Distribution in the Garissa County public service**

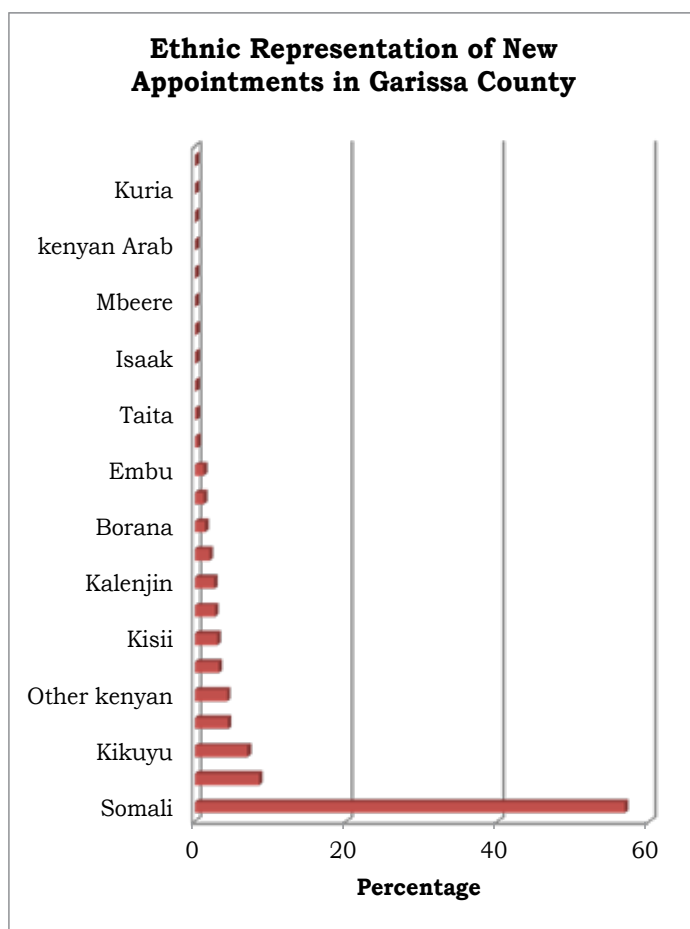
### *New Appointments*

Garissa County had hired 1,010 staff by the date of submission. Garissa County has complied with the provisions of the CGA, with the largest community, the Somali, at 56.8%.

**Table 42: Ethnic Distribution of New deployments in Garissa County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1   | Somali       | 574    | 56.8       |
| 2   | Kamba        | 86     | 8.5        |
| 3   | Kikuyu       | 71     | 6.9        |
| 4   | Luo          | 44     | 4.3        |
| 5   | Other kenyan | 43     | 4.2        |

|    |              |             |            |
|----|--------------|-------------|------------|
| 6  | Luhya        | 32          | 3.3        |
| 7  | Kisii        | 30          | 3.0        |
| 8  | Meru         | 27          | 2.7        |
| 9  | Kalenjin     | 26          | 2.6        |
| 10 | Mijikenda    | 20          | 2.0        |
| 11 | Borana       | 14          | 1.4        |
| 12 | Swahili      | 12          | 1.2        |
| 13 | Embu         | 12          | 1.2        |
| 14 | Orma         | 4           | 0.4        |
| 15 | Taita        | 3           | 0.3        |
| 16 | Gabra        | 2           | 0.2        |
| 17 | Isaak        | 2           | 0.2        |
| 18 | Tharaka      | 2           | 0.2        |
| 19 | Mbeere       | 1           | 0.1        |
| 20 | Rendille     | 1           | 0.1        |
| 21 | kenyan Arab  | 1           | 0.1        |
| 22 | Sakuye       | 1           | 0.1        |
| 23 | Kuria        | 1           | 0.1        |
| 24 | Kenyan Asian | 1           | 0.1        |
|    | <b>Total</b> | <b>1010</b> | <b>100</b> |



**Figure 15: Ethnic Distribution of New deployments in Garissa County**

#### *County Assembly*

The Garrissa county assembly has 66 employees with the dominant ethnic group Somali being the largest at 93.9%

**Table 43: Ethnic distribution of Garissa County Assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Somali       | 62        | 93.9       |
| 2.  | Kisii        | 1         | 1.5        |
| 3.  | Kikuyu       | 1         | 1.5        |
| 4.  | Meru         | 1         | 1.5        |
| 5.  | Borana       | 1         | 1.5        |
|     | <b>Total</b> | <b>66</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Garissa County has six members. The representation is skewed towards the dominant community, the Somali.

**Table 44: Ethnic Composition of the CPSB in Garissa County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Somali       | 5        | 83.0       |
| 2   | Kikuyu       | 1        | 17.0       |
|     | <b>Total</b> | <b>6</b> | <b>100</b> |

*County Executive Committee*

The CEC of Garissa County has nine members, all of whom belong to the Somali Community.

**Table 45: Ethnic profile of the CEC in Garissa County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Somali       | 9      | 100        |

**4.8 Wajir County***Introduction*

Wajir County is located in the former North Eastern Province of Kenya with a population of 661,941 (2009 Housing and Population Census). The sub counties of Wajir include Wajir East, Wajir West, Wajir North, Wajir South, Eldas and Tarbaj.

*General County Public Service*

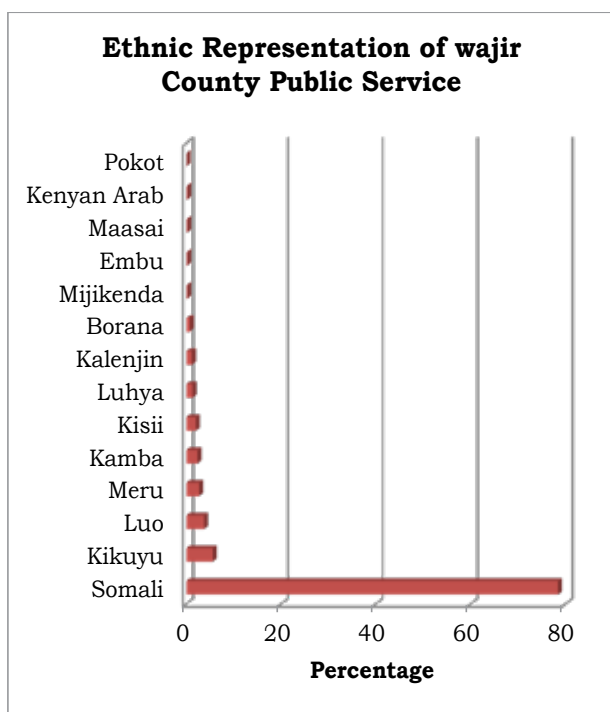
The county has 1,179 county public servants<sup>9</sup>. The County has contravened the CGA with majority being Somali at 78.6% of the total workforce.

**Table 46: Ethnic Distribution of Wajir County General Staff**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Somali       | 925    | 78.6       |
| 2.  | Kikuyu       | 66     | 5.6        |
| 3.  | Luo          | 45     | 3.8        |
| 4.  | Meru         | 32     | 2.7        |
| 5.  | Kamba        | 28     | 2.4        |

<sup>9</sup> Wajir County submitted its staff data on 4<sup>th</sup> April 2015.

|     |              |             |            |
|-----|--------------|-------------|------------|
| 6.  | Kisii        | 25          | 2.1        |
| 7.  | Luhya        | 17          | 1.4        |
| 8.  | Kalenjin     | 15          | 1.3        |
| 9.  | Borana       | 10          | 0.8        |
| 10. | Mijikenda    | 4           | 0.3        |
| 11. | Embu         | 4           | 0.3        |
| 12. | Maasai       | 4           | 0.3        |
| 13. | Kenyan Arab  | 3           | 0.3        |
| 14. | Pokot        | 1           | 0.1        |
|     | <b>Total</b> | <b>1179</b> | <b>100</b> |



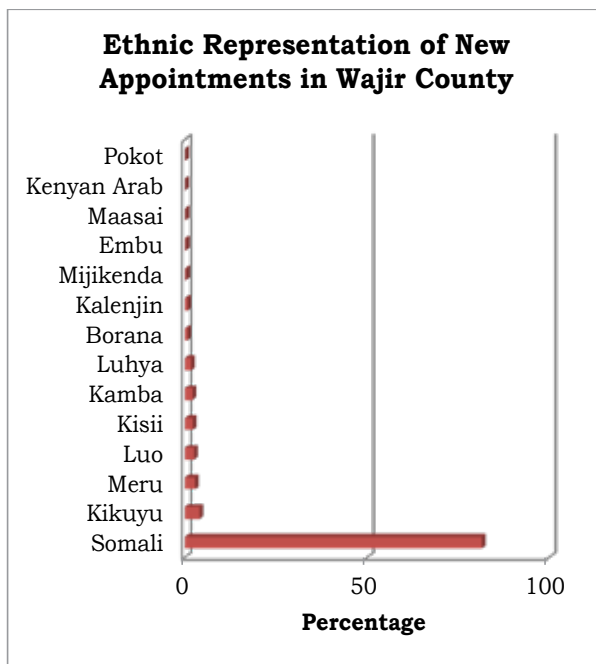
**Figure 16: Ethnic distribution of Wajir County general staff  
New Appointments**

Wajir County employed 907 staff by the date of data submission. The County contravenes the CGA, with the highest ethnic group, the Somali, at 81.6%. There is a huge gap of 77.5% between the first and second communities.

**Table 47: Ethnic Representation of New Appointments in Wajir County**

| No. | Ethnic Group | No. | Percentage |
|-----|--------------|-----|------------|
| 1.  | Somali       | 740 | 81.6       |

|     |              |            |              |
|-----|--------------|------------|--------------|
| 2.  | Kikuyu       | 37         | 4.1          |
| 3.  | Meru         | 26         | 2.9          |
| 4.  | Luo          | 24         | 2.6          |
| 5.  | Kisii        | 20         | 2.2          |
| 6.  | Kamba        | 19         | 2.1          |
| 7.  | Luhya        | 16         | 1.8          |
| 8.  | Borana       | 7          | 0.8          |
| 9.  | Kalenjin     | 7          | 0.8          |
| 10. | Mijikenda    | 4          | 0.4          |
| 11. | Embu         | 3          | 0.3          |
| 12. | Maasai       | 2          | 0.2          |
| 13. | Kenyan Arab  | 1          | 0.1          |
| 14. | Pokot        | 1          | 0.1          |
|     | <b>Total</b> | <b>907</b> | <b>100.0</b> |



**Figure 17: Ethnic representation of New Appointments in Wajir County**

#### *County Assembly General Staff*

Wajir County assembly has 254 employees with the Somali being the largest ethnic community at 65.7%.

**Table 48: Ethnic distribution of Wajir County Assembly staff**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Somali       | 167        | 65.7       |
| 2.  | Kikuyu       | 29         | 11.4       |
| 3.  | Luo          | 21         | 8.3        |
| 4.  | Kamba        | 9          | 3.5        |
| 5.  | Kalenjin     | 8          | 3.1        |
| 6.  | Meru         | 6          | 2.4        |
| 7.  | Kisii        | 5          | 2.0        |
| 8.  | Borana       | 3          | 1.2        |
| 9.  | Maasai       | 2          | 0.8        |
| 10. | Kenyan Arab  | 1          | 0.4        |
| 11. | Embu         | 1          | 0.4        |
| 12. | Arab         | 1          | 0.4        |
| 13. | Luhya        | 1          | 0.4        |
|     | <b>Total</b> | <b>254</b> | <b>100</b> |

*County Public Service Board Members*

Wajir County Public Service Board consists of seven members, all from the Somali community

**Table 49: Ethnic distribution of Wajir CPSB**

| No. | Ethnic Group | No. | Percentage |
|-----|--------------|-----|------------|
| 1.  | Somali       | 7   | 100        |

*County Executive Committee members*

Wajir County Executive Committee consists of 10 members, all from the Somali community

**Table 50: Ethnic representation of Wajir CEC members**

| No. | Ethnic Group | No. | Percentage |
|-----|--------------|-----|------------|
| 1.  | Somali       | 10  | 100        |

**4.9 Mandera County***Introduction*

Mandera County is one of the 47 counties in Kenya, located in the North Eastern part of Kenya and borders Ethiopia to the North, Somalia Republic to the East and Wajir County to the South. It is about 1,100km from the capital

city of Nairobi by road. The population has 1,025,756 people (2009 census). The sub-counties include Banissa, Mandera West, Mandera East, Lafey, Mandera North and Mandera South.

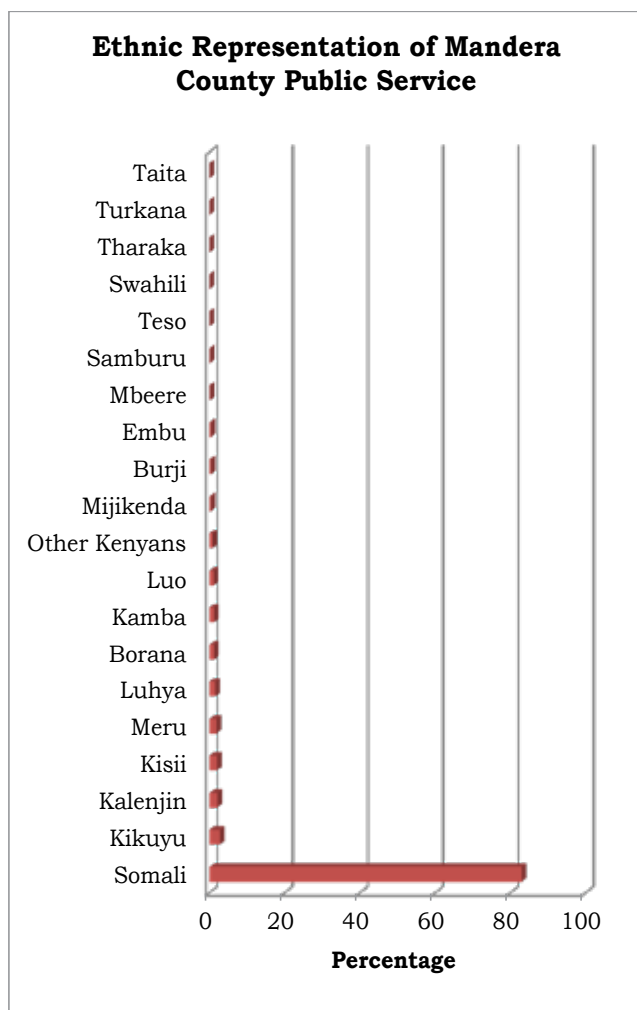
#### *General County Public Service*

The County has 1,685 members of staff in its county public service<sup>10</sup>. The County has contravened the CGA with the highest ethnic community, the Somali, forming 83% of the workforce.

**Table 51: Ethnic Composition of the Mandera Public Service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Somali              | 1399          | 83.0              |
| 2.         | Kikuyu              | 48            | 2.7               |
| 3.         | Kalenjin            | 36            | 2.1               |
| 4.         | Kisii               | 33            | 2.0               |
| 5.         | Meru                | 32            | 1.9               |
| 6.         | Luhya               | 27            | 1.6               |
| 7.         | Borana              | 22            | 1.3               |
| 8.         | Kamba               | 22            | 1.3               |
| 9.         | Luo                 | 20            | 1.2               |
| 10.        | Other Kenyans       | 13            | 0.8               |
| 11.        | Mijikenda           | 7             | 0.4               |
| 12.        | Burji               | 7             | 0.4               |
| 13.        | Embu                | 6             | 0.4               |
| 14.        | Mbeere              | 3             | 0.2               |
| 15.        | Samburu             | 3             | 0.2               |
| 16.        | Teso                | 2             | 0.1               |
| 17.        | Swahili             | 2             | 0.1               |
| 18.        | Tharaka             | 1             | 0.1               |
| 19.        | Turkana             | 1             | 0.1               |
| 20.        | Taita               | 1             | 0.1               |
|            | <b>Total</b>        | <b>1685</b>   | <b>100</b>        |

<sup>10</sup> Mandera County submitted its staff data on 30<sup>th</sup> March 2015.



**Figure 18: Ethnic Composition of the Mandera Public Service**

### *New Appointments*

The County has hired 1182 public servants since its inception. The majority belong to the Somali ethnic group at 86.1%, hence contravening the CGA.

**Table 52: Ethnic Distribution among the new appointees in Mandera County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1   | Somali       | 1017   | 86.1       |
| 2   | Kisii        | 30     | 2.5        |
| 3   | Kikuyu       | 30     | 2.5        |

|    |              |             |            |
|----|--------------|-------------|------------|
| 4  | Meru         | 23          | 1.9        |
| 5  | Luhya        | 18          | 1.5        |
| 6  | Kalenjin     | 18          | 1.5        |
| 7  | Luo          | 14          | 1.2        |
| 8  | Kamba        | 12          | 1.0        |
| 9  | Mijikenda    | 5           | 0.4        |
| 10 | Embu         | 5           | 0.4        |
| 11 | Borana       | 3           | 0.3        |
| 12 | Mbeere       | 3           | 0.3        |
| 13 | Teso         | 2           | 0.2        |
| 14 | Swahili      | 1           | 0.1        |
| 15 | Burji        | 1           | 0.1        |
|    | <b>Total</b> | <b>1182</b> | <b>100</b> |

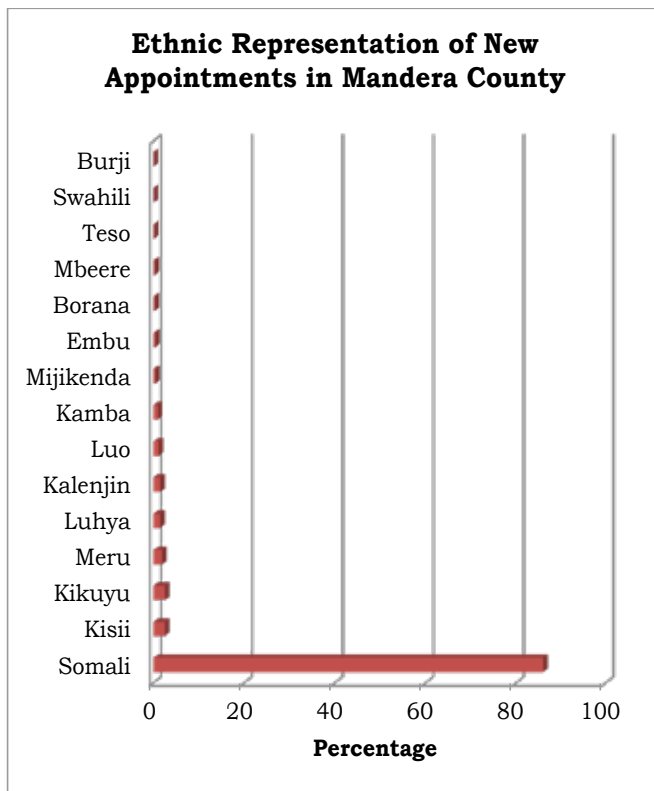


Figure 19: Ethnic Distribution among the new appointees in Mandera County

*County Assembly staff*

County assembly of Mandera has 66 members with the Somali being the largest ethnic group at 97.0%

**Table 53: Ethnic distribution of Mandera county assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Somali       | 64        | 97.0       |
| 2.  | Kamba        | 1         | 1.5        |
| 3.  | Samburu      | 1         | 1.5        |
|     | <b>Total</b> | <b>66</b> | <b>100</b> |

*County Public Service Board Members*

The CPSB of Mandera County has seven members. The composition is as illustrated in the table below.

**Table 54: Ethnic Profiling of the CPSB of Mandera County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Somali       | 7      | 100        |

*County Executive Committee Members*

The CEC of Mandera County has 10members whose composition is shown in the table below.

**Table 55: Ethnic composition of the CEC in Mandera County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Somali       | 10     | 100        |

**4.10 Marsabit County***Introduction*

Marsabit County is located in northern Kenya. It borders the eastern shore of Lake Turkana. The county has a population of 291,166 (2009 census) and has four sub-counties, namely: Moyale, North Horr, Saku and Laisamis.

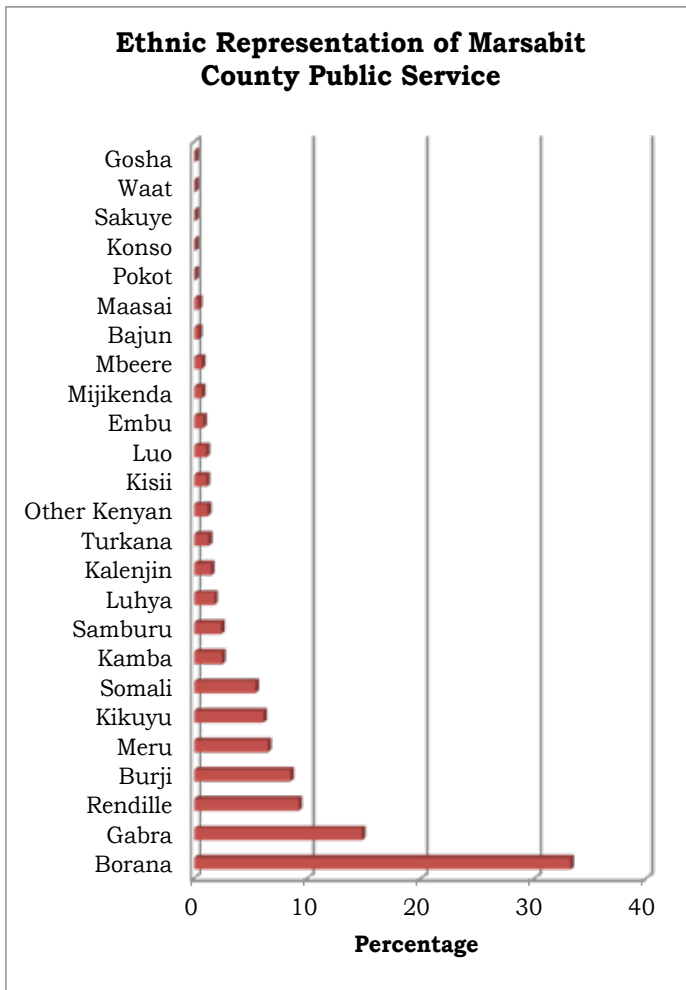
*General County Public Service*

The county has 757 members of staff in its county public service<sup>11</sup>. It complies with the CGA as the largest community make up 33.2% of members from the Borana community

<sup>11</sup> The County submitted its staff data in early 2015.

**Table 56: Ethnic Composition of public servants in Marsabit County**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Borana              | 251           | 33.2              |
| 2.  | Gabra               | 112           | 14.8              |
| 3.  | Rendille            | 70            | 9.2               |
| 4.  | Burji               | 64            | 8.5               |
| 5.  | Meru                | 49            | 6.5               |
| 6.  | Kikuyu              | 46            | 6.1               |
| 7.  | Somali              | 41            | 5.4               |
| 8.  | Kamba               | 19            | 2.5               |
| 9.  | Samburu             | 18            | 2.4               |
| 10. | Luhya               | 14            | 1.7               |
| 11. | Kalenjin            | 11            | 1.5               |
| 12. | Turkana             | 10            | 1.3               |
| 13. | Other Kenyan        | 9             | 1.2               |
| 14. | Kisii               | 8             | 1.1               |
| 15. | Luo                 | 8             | 1.1               |
| 16. | Embu                | 6             | 0.8               |
| 17. | Mijikenda           | 5             | 0.7               |
| 18. | Mbeere              | 5             | 0.7               |
| 19. | Bajun               | 3             | 0.4               |
| 20. | Maasai              | 3             | 0.4               |
| 21. | Pokot               | 1             | 0.1               |
| 22. | Konso               | 1             | 0.1               |
| 23. | Sakuye              | 1             | 0.1               |
| 24. | Waat                | 1             | 0.1               |
| 25. | Gosha               | 1             | 0.1               |
|     | <b>Total</b>        | <b>757</b>    | <b>100</b>        |



**Figure 20: Ethnic Composition of public servants in Marsabit County**

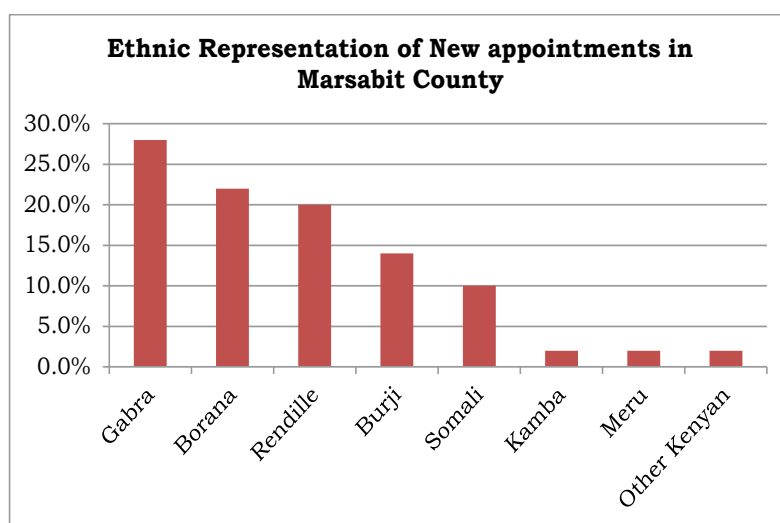
### *New Appointments*

The County has hired 50 members of staff. The highest group is Gabra at 28%. Marsabit County has complied with the laws on representation of diversity including the provision of section 65 of the CGA.

**Table 57: Ethnic Representation among New Employees in Marsabit County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Gabra               | 14            | 28.0              |
| 2. | Borana              | 11            | 22.0              |
| 3. | Rendille            | 10            | 20.0              |
| 4. | Burji               | 7             | 14.0              |

|    |              |           |            |
|----|--------------|-----------|------------|
| 5. | Somali       | 5         | 10.0       |
| 6. | Kamba        | 1         | 2.0        |
| 7. | Meru         | 1         | 2.0        |
| 8. | Other Kenyan | 1         | 2.0        |
|    | <b>Total</b> | <b>50</b> | <b>100</b> |



**Figure 21: Ethnic Representation among new employees in Marsabit County**

#### *County Assembly staff*

Marsabit County assembly has 47 members with the majority being Borana at 25.5%

**Table 58: Ethnic distribution of Marsabit County Assembly staff**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Borana              | 12            | 25.5              |
| 2. | Rendille            | 11            | 23.4              |
| 3. | Gabra               | 10            | 21.3              |
| 4. | Burji               | 6             | 12.8              |
| 5. | Somali              | 4             | 8.6               |
| 6. | Konso               | 1             | 2.1               |
| 7. | Luhya               | 1             | 2.1               |
| 8. | Sakuye              | 1             | 2.1               |
| 9. | Waat                | 1             | 2.1               |
|    | <b>Total</b>        | <b>47</b>     | <b>100</b>        |

*County Public Service Board Members*

The County has seven members of the CPSB. Just as in new appointments, the Gabra are the majority in the public service board.

**Table 59: Ethnic balance in the CPSB of Marsabit County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Gabra        | 3        | 42.8       |
| 2.  | Borana       | 1        | 14.3       |
| 3.  | Burji        | 1        | 14.3       |
| 4.  | Somali       | 1        | 14.3       |
| 5.  | Rendille     | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee Members*

Marsabit County has 10 members of the CEC as shown in the table below:

**Table 60: Ethnic Distribution in the CEC of Marsabit County**

| No. | Ethnic Group | No.       | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Burji        | 2         | 20         |
| 2.  | Gabra        | 2         | 20         |
| 3.  | Borana       | 2         | 20         |
| 4.  | Rendille     | 2         | 20         |
| 5.  | Somali       | 1         | 10         |
| 6.  | Other Kenyan | 1         | 10         |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

**4.11 Isiolo County***Introduction*

Isiolo County is located in the upper eastern region of Kenya. It borders seven counties with Garissa to the east, Wajir to the north east, Meru to the south west, Samburu to the east and Marsabit to the north west, with Kitui and Tana River counties to the south west and south east respectively. Its population is 143,294 (2009 census), and its capital is Isiolo. The county has Isiolo South and Isiolo North sub counties.

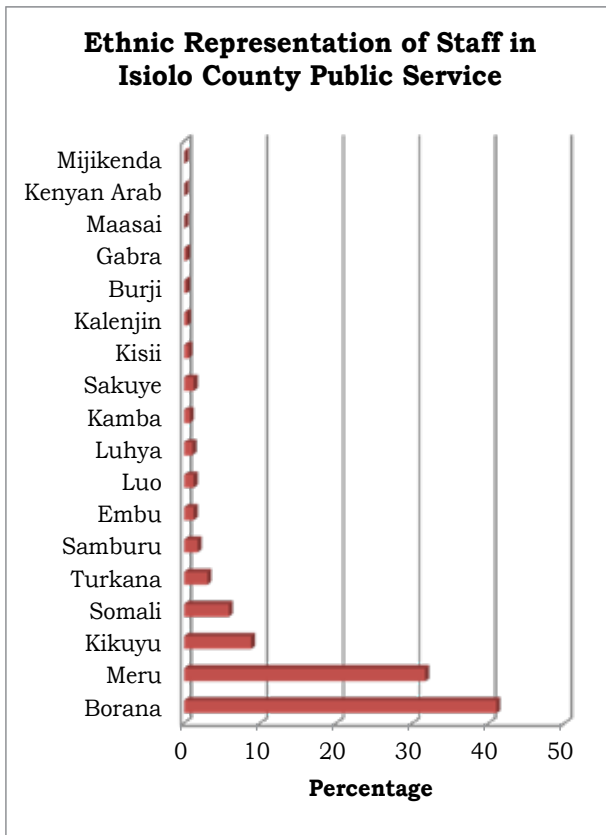
*General County Public Service*

The County has 1,246 members of staff<sup>12</sup>. It complies with the CGA as the largest community make up 41% of members from the Borana community

**Table 61: Ethnic Composition of staff in Isiolo County Public Service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Borana              | 511           | 41.0              |
| 2.         | Meru                | 395           | 31.7              |
| 3.         | Kikuyu              | 110           | 8.8               |
| 4.         | Somali              | 74            | 5.9               |
| 5.         | Turkana             | 39            | 3.1               |
| 6.         | Samburu             | 22            | 1.8               |
| 7.         | Embu                | 16            | 1.3               |
| 8.         | Luo                 | 16            | 1.3               |
| 9.         | Luhya               | 14            | 1.1               |
| 10.        | Kamba               | 10            | 0.8               |
| 11.        | Sakuye              | 16            | 1.3               |
| 12.        | Kisii               | 7             | 0.6               |
| 13.        | Kalenjin            | 5             | 0.4               |
| 14.        | Burji               | 4             | 0.3               |
| 15.        | Gabra               | 4             | 0.3               |
| 16.        | Maasai              | 1             | 0.1               |
| 17.        | Kenyan Arab         | 1             | 0.1               |
| 18.        | Mijikenda           | 1             | 0.1               |
|            | <b>Total</b>        | <b>1,246</b>  | <b>100</b>        |

<sup>12</sup> Isiolo County submitted its staff data on 20<sup>th</sup> March 2015.



**Figure 22: Ethnic Composition of staff in Isiolo County**

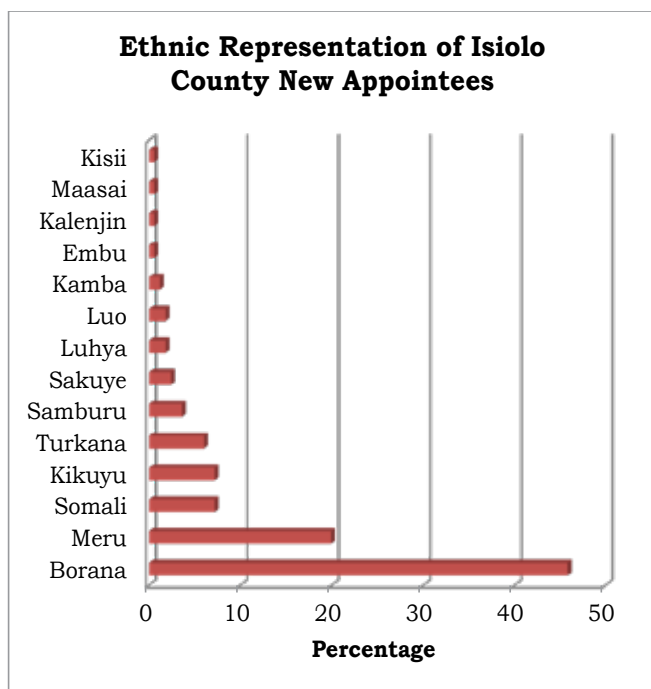
### *New Appointments*

Isiolo County has hired 166 staff since its inception. The table below that the new appointments comply with the CGA, with the Borana as the largest community at 45.8%.

**Table 62: Ethnic profiling of new appointments made by Isiolo County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Borana       | 76     | 45.8       |
| 2.  | Meru         | 33     | 20.0       |
| 3.  | Somali       | 13     | 7.8        |
| 4.  | Kikuyu       | 12     | 7.2        |
| 5.  | Turkana      | 10     | 6.0        |
| 6.  | Samburu      | 6      | 3.6        |
| 7.  | Sakuye       | 4      | 2.4        |
| 8.  | Luhya        | 3      | 1.8        |
| 9.  | Luo          | 3      | 1.8        |

|     |              |            |              |
|-----|--------------|------------|--------------|
| 10. | Kamba        | 2          | 1.2          |
| 11. | Embu         | 1          | 0.6          |
| 12. | Kalenjin     | 1          | 0.6          |
| 13. | Maasai       | 1          | 0.6          |
| 14. | Kisii        | 1          | 0.6          |
|     | <b>Total</b> | <b>166</b> | <b>100.0</b> |



**Figure 23: Ethnic profiling of new appointments made by Isiolo County**

### *County Assembly*

Isiolo County Assembly has 64 employees with the majority being Borana at 57.8%. The Assembly complies with the CGA.

**Table 63: Ethnic composition of the County Assembly in Isiolo County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Borana       | 37     | 57.8       |
| 2.  | Sakuye       | 6      | 9.4        |
| 3.  | Meru         | 5      | 7.8        |
| 4.  | Somali       | 5      | 7.8        |
| 5.  | Turkana      | 5      | 7.8        |
| 6.  | Gabra        | 2      | 3.1        |

|    |              |           |            |
|----|--------------|-----------|------------|
| 7. | Samburu      | 2         | 3.1        |
| 8. | Burji        | 1         | 1.6        |
| 9. | Kenyan Arab  | 1         | 1.6        |
|    | <b>Total</b> | <b>64</b> | <b>100</b> |

#### *County Public Service Board Members*

The CPSB is skewed as it has seven members, with the Borana taking up four of the positions as shown in the table below:

**Table 64: Ethnic composition of the CPSB in Isiolo County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Borana       | 4        | 57.1       |
| 2   | Gabra        | 1        | 14.3       |
| 3   | Samburu      | 1        | 14.3       |
| 4   | Sakuye       | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

#### *County Executive Committee Members*

Isiolo County has nine members, distributed as is shown in the table below:

**Table 65: Ethnic distribution of CEC members in Isiolo County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Borana       | 4        | 44.4       |
| 2.  | Somali       | 3        | 33.3       |
| 3.  | Sakuye       | 1        | 11.2       |
| 4.  | Samburu      | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

## **4.12 Meru County**

### *Introduction*

Meru County is located on the Eastern side of the Mt. Kenya bordering Isiolo County to the North, Tharaka County to the South West, Nyeri County to the South West and Laikipia County to the West. The County has a population of 1,356,301 people. Meru County has seven sub counties namely Tigania East, Tigania West, North Imenti, South Imenti, Igembe Central, Igembe South and Igembe North.

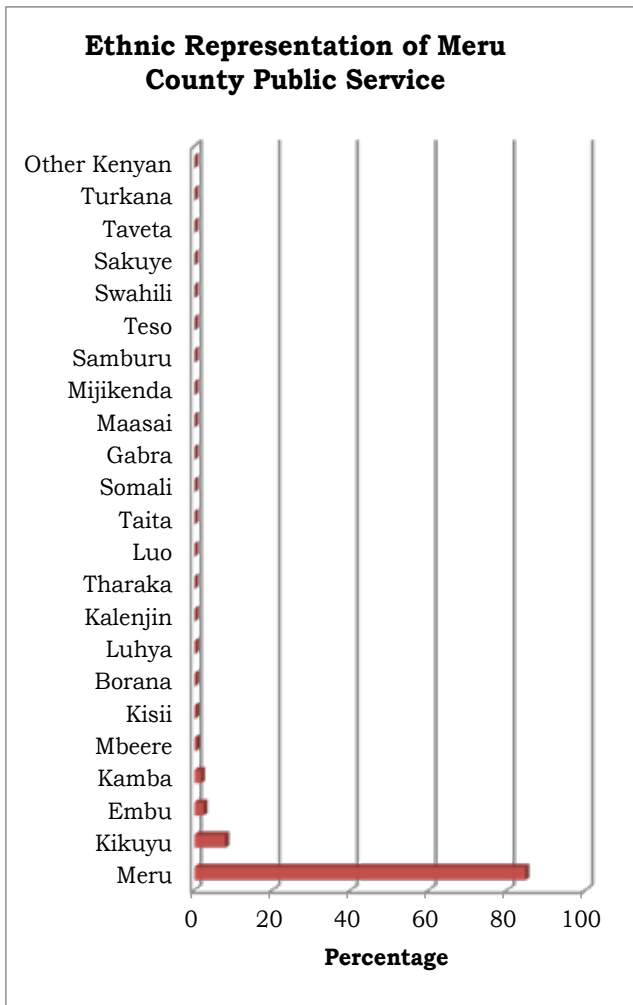
*General County Public Service*

Meru County has 2,840 members of staff<sup>13</sup>. It contravenes the CGA as the largest community make up 84.6% of members from the Meru community. There is a huge gap between the first and second communities at 77%.

**Table 66: Ethnic Distribution in the County Public Service of Meru County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Total</b> | <b>Percentage</b> |
|------------|---------------------|--------------|-------------------|
| 1          | Meru                | 2404         | 84.6              |
| 2          | Kikuyu              | 226          | 7.9               |
| 3          | Embu                | 70           | 2.5               |
| 4          | Kamba               | 53           | 1.8               |
| 5          | Mbeere              | 19           | 0.7               |
| 6          | Kisii               | 12           | 0.5               |
| 7          | Borana              | 11           | 0.4               |
| 8          | Luhya               | 10           | 0.4               |
| 9          | Kalenjin            | 6            | 0.2               |
| 10         | Tharaka             | 5            | 0.1               |
| 11         | Luo                 | 3            | 0.1               |
| 12         | Taita               | 3            | 0.1               |
| 13         | Somali              | 3            | 0.1               |
| 14         | Gabra               | 2            | 0.08              |
| 15         | Maasai              | 2            | 0.08              |
| 16         | Mijikenda           | 2            | 0.08              |
| 17         | Samburu             | 2            | 0.08              |
| 18         | Teso                | 2            | 0.08              |
| 19         | Swahili             | 1            | 0.04              |
| 20         | Sakuye              | 1            | 0.04              |
| 21         | Taveta              | 1            | 0.04              |
| 22         | Turkana             | 1            | 0.04              |
| 23         | Other Kenyan        | 1            | 0.04              |
|            | <b>Total</b>        | <b>2840</b>  | <b>100</b>        |

<sup>13</sup> Meru County submitted data on 13<sup>th</sup> April 2015.



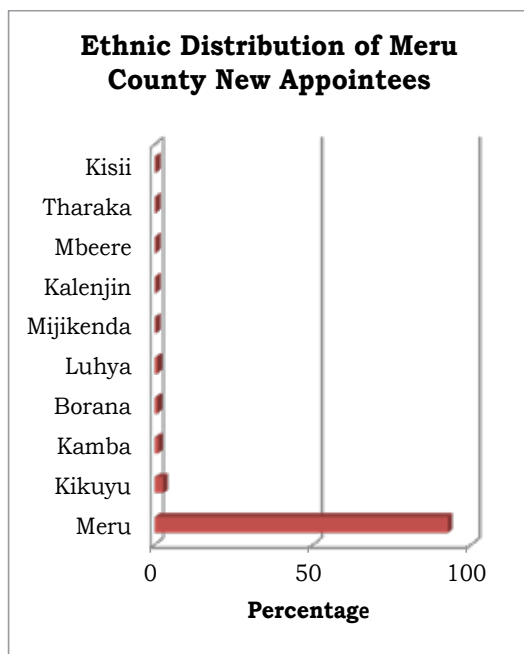
**Figure 24: Ethnic Distribution in the County Public Service of Meru County**  
*New Appointments*

Meru County has made 256 appointments since its inception. The County has flouted the provision of section 65 of the CGA, with the highest ethnic group, the Meru, at 92.6%, and the second largest community at 2.7%.

**Table 67: Ethnic Composition of New Employees in Meru County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Meru         | 237    | 92.6       |
| 2.  | Kikuyu       | 7      | 2.6        |
| 3.  | Kamba        | 3      | 1.2        |
| 4.  | Borana       | 2      | 0.8        |

|     |              |            |            |
|-----|--------------|------------|------------|
| 5.  | Luhya        | 2          | 0.8        |
| 6.  | Mijikenda    | 1          | 0.4        |
| 7.  | Kalenjin     | 1          | 0.4        |
| 8.  | Mbeere       | 1          | 0.4        |
| 9.  | Tharaka      | 1          | 0.4        |
| 10. | Kisii        | 1          | 0.4        |
|     | <b>Total</b> | <b>256</b> | <b>100</b> |



**Figure 25: Ethnic Composition of New Employees in Meru County County Assembly employees**

Meru County assembly has 76 employees with the Meru being the majority at 96.1%. The assembly contravenes the CGA with the Meru taking up 73 positions, making up 96.1%.

**Table 68: Ethnic distribution of Meru County assembly staff**

| No. | Ethnicity    | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Meru         | 73        | 96.1       |
| 2.  | Kikuyu       | 2         | 2.6        |
| 3.  | Kalenjin     | 1         | 1.3        |
|     | <b>Total</b> | <b>76</b> | <b>100</b> |

*County Public Service Board*

The County has six members in the CPSB who all belong to one ethnic group. This is contrary to Article 232 of the Constitution which requires representation of diversity as well as the CGA which demands of the Governor to ensure representation in all appointments.

**Table 69: Ethnic Representation in the CPSB in Meru County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Meru         | 6      | 100        |

*County Executive Committee*

Meru County has a mono-ethnic CEC with ten members. This is also against the principle of representation of diversity in the public service as espoused in the Constitution of Kenya, the NCI Act and the CGA.

**Table 70: Ethnic Distribution in the CEC of Meru County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Meru         | 10     | 100        |

**4.13 Tharaka Nithi County***Introduction*

Tharaka-Nithi County borders the Counties of Embu to the South and South West, Meru to the North and North East, Kirinyiga and Nyeri to the West and Kitui to the East and South East. It submitted its data in early 2015.

*General County Public Service*

The County has 1,671 members of staff. The highest number of employees which accounts for 74.7% belongs to the Tharaka ethnic group. It contravenes the CGA as the largest community make up 74.7% of members from the Tharaka community, and the second community coming a distant 9.6%.

**Table 71: Ethnic Distribution in the Public Service of Tharaka Nithi County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Tharaka      | 1249   | 74.7       |
| 2.  | Meru         | 161    | 9.6        |
| 3.  | Embu         | 94     | 5.6        |
| 4.  | Kikuyu       | 88     | 5.3        |

|     |              |             |            |
|-----|--------------|-------------|------------|
| 5.  | Kamba        | 30          | 1.8        |
| 6.  | Luhya        | 10          | 0.6        |
| 7.  | Kisii        | 9           | 0.5        |
| 8.  | Mbeere       | 8           | 0.5        |
| 9.  | Luo          | 7           | 0.4        |
| 10. | Kalenjin     | 5           | 0.3        |
| 11. | Mijikenda    | 4           | 0.2        |
| 12. | Borana       | 2           | 0.1        |
| 13. | Swahili      | 1           | 0.1        |
| 14. | Gabra        | 1           | 0.1        |
| 15. | Somali       | 1           | 0.1        |
| 16. | Teso         | 1           | 0.1        |
|     | <b>Total</b> | <b>1671</b> | <b>100</b> |

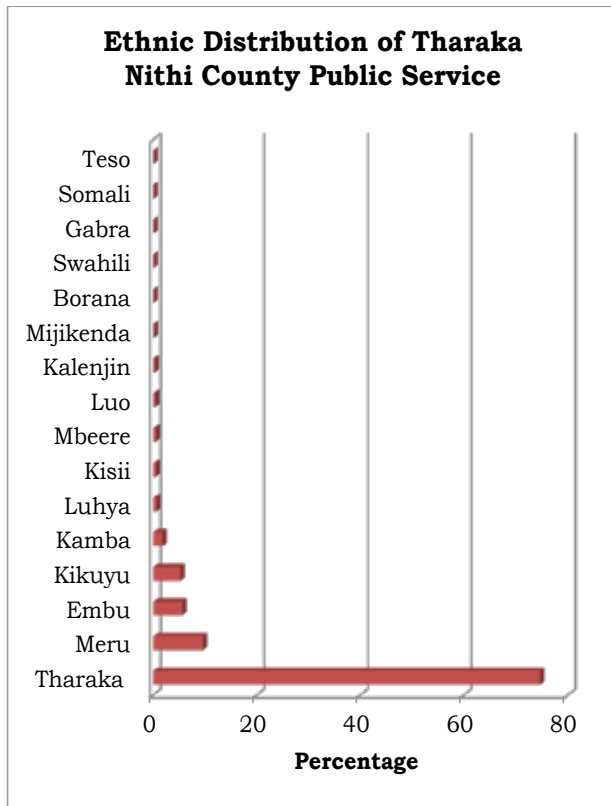


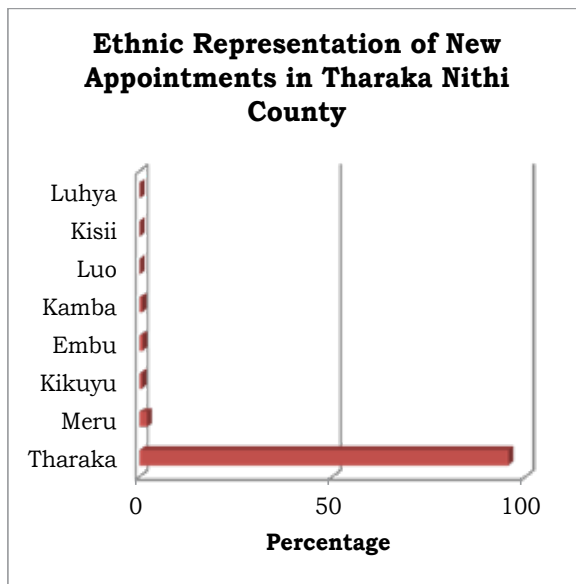
Figure 26: Ethnic Distribution in the public service of Tharaka Nithi County

### *New Appointments*

The County Contravenes the CGA in new appointments, with the Tharaka at 95.6%. The representation is also skewed towards the dominant community as the second community comes a distant 1.9%.

**Table 72: Representation of new staff in Tharaka Nithi County by Ethnicity**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Tharaka      | 502        | 95.6       |
| 2.  | Meru         | 10         | 1.9        |
| 3.  | Kikuyu       | 3          | 0.6        |
| 4.  | Embu         | 4          | 0.7        |
| 5.  | Kamba        | 3          | 0.6        |
| 6.  | Luo          | 1          | 0.2        |
| 7.  | Kisii        | 1          | 0.2        |
| 8.  | Luhya        | 1          | 0.2        |
|     | <b>Total</b> | <b>525</b> | <b>100</b> |



**Figure 27: Representation of New Staff in Tharaka Nithi County by Ethnicity**

### *County Assembly employees*

Tharaka Nithi county assembly complies with the CGA as it comprises of 41 employees, with the Meru being the largest ethnic group at 56.1%.

**Table 73: Ethnic profiling of Tharaka Nithi County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Meru         | 23        | 56.1       |
| 2.  | Tharaka      | 15        | 36.6       |
| 3.  | Kikuyu       | 2         | 4.9        |
| 4.  | Somali       | 1         | 2.4        |
|     | <b>Total</b> | <b>41</b> | <b>100</b> |

*County Public Service Board*

The County has seven members in the CPSB who all belong to the Tharaka community.

**Table 74: Ethnic Diversity in the Tharaka Nithi CPSB**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Tharaka      | 7      | 100        |

*County Executive Committee*

Similarly, the CEC has eight members, all from the Tharaka ethnic community.

**Table 75: Ethnic Representation in the CEC of Tharaka Nithi County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Tharaka      | 8      | 100        |

**4.14 Embu County***Introduction*

Embu County has its capital in Embu town, formerly the Eastern province headquarters. The County has a population of 543,221 persons. The county borders Kirinyaga to the West, Kitui to the East, Tharaka Nithi to the North, Machakos to the South. It is divided into four constituencies namely; Manyatta, Runyenjes, Mbeere North and Mbeere South.

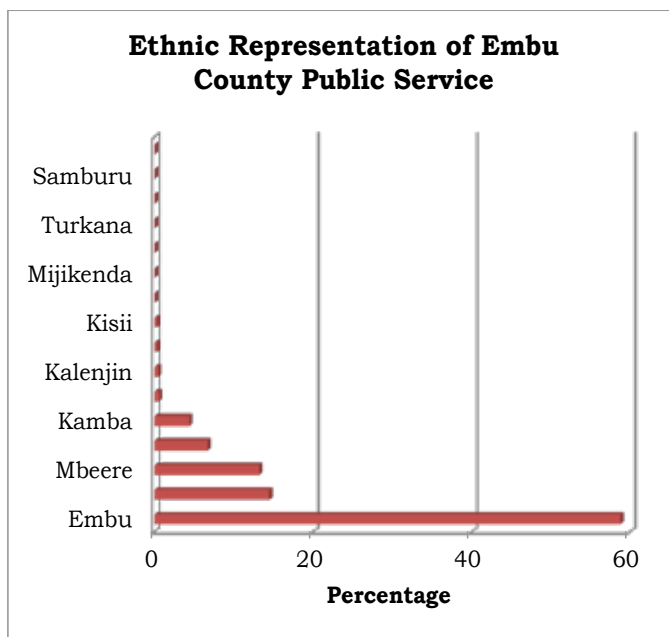
*General County Public Service*

The county has 3,451 members of staff in its county public service<sup>14</sup>. The majority of employees accounting for 58.8% belong to the Embu community. It complies with the CGA as the largest community make up 58.8% of members from the Embu community.

<sup>14</sup> Embu County submitted its data on 24<sup>th</sup> March, 2015.

**Table 76: Ethnic profiling of staff in Embu County public service**

| No. | Ethnic Group | Number      | Percentage |
|-----|--------------|-------------|------------|
| 1.  | Embu         | 2028        | 58.8       |
| 2.  | Kikuyu       | 502         | 14.5       |
| 3.  | Mbeere       | 454         | 13.1       |
| 4.  | Meru         | 230         | 6.6        |
| 5.  | Kamba        | 153         | 4.4        |
| 6.  | Luhya        | 19          | 0.6        |
| 7.  | Kalenjin     | 16          | 0.5        |
| 8.  | Luo          | 15          | 0.4        |
| 9.  | Kisii        | 13          | 0.4        |
| 10. | Borana       | 4           | 0.1        |
| 11. | Mijikenda    | 4           | 0.1        |
| 12. | Taita        | 4           | 0.1        |
| 13. | Turkana      | 3           | 0.1        |
| 14. | Maasai       | 2           | 0.1        |
| 15. | Samburu      | 2           | 0.1        |
| 16. | Somali       | 2           | 0.1        |
|     | <b>Total</b> | <b>3451</b> | <b>100</b> |

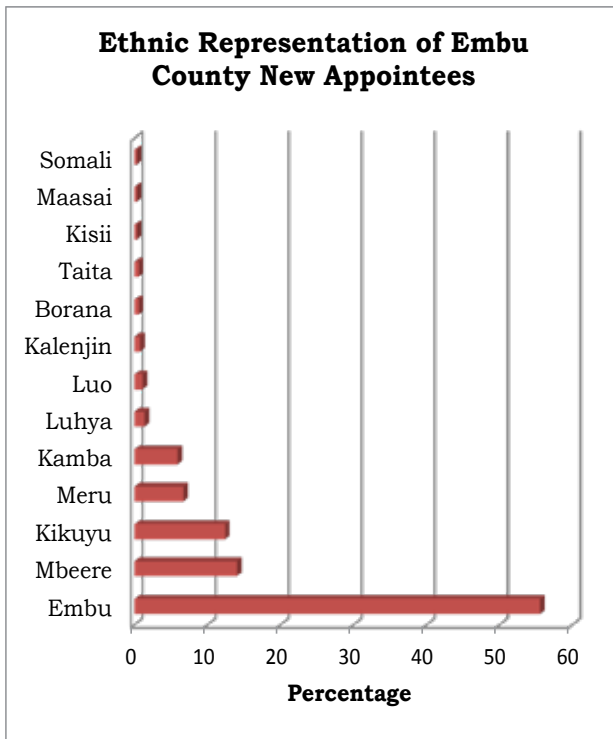
**Figure 28: Ethnic profiling of staff in Embu County public service**

*New Appointments*

Embu County has hired 356 employees as at the date of submission of data. Most of the staff recruited belong to the Embu community. Accounting for 55.6%, the new appointments have met the threshold of the CGA since they left room for inclusion of people from the non-dominant communities.

**Table 77: Ethnic Diversity in the New Staff hired by Embu County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Embu                | 198           | 55.6              |
| 2.         | Mbeere              | 50            | 14.0              |
| 3.         | Kikuyu              | 44            | 12.4              |
| 4.         | Meru                | 24            | 6.7               |
| 5.         | Kamba               | 21            | 5.9               |
| 6.         | Luhya               | 5             | 1.4               |
| 7.         | Luo                 | 4             | 1.1               |
| 8.         | Kalenjin            | 3             | 0.8               |
| 9.         | Borana              | 2             | 0.6               |
| 10.        | Taita               | 2             | 0.6               |
| 11.        | Kisii               | 1             | 0.3               |
| 12.        | Maasai              | 1             | 0.3               |
| 13.        | Somali              | 1             | 0.3               |
|            | <b>Total</b>        | <b>356</b>    | <b>100</b>        |



**Figure 29: Ethnic Diversity in the New Staff hired by Embu County**

#### *County Assembly Employees*

Embu County assembly comprises of 81 employees with the Embu community being the largest at 44.5%.

**Table 78: Ethnic distribution of Embu County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Embu         | 36        | 44.5       |
| 2.  | Mbeere       | 18        | 22.2       |
| 3.  | Kikuyu       | 11        | 13.6       |
| 4.  | Kamba        | 6         | 7.4        |
| 5.  | Meru         | 5         | 6.2        |
| 6.  | Kisii        | 2         | 2.5        |
| 7.  | Somali       | 1         | 1.2        |
| 8.  | Luhya        | 1         | 1.2        |
| 9.  | Luo          | 1         | 1.2        |
|     | <b>Total</b> | <b>81</b> | <b>100</b> |

*County Public Service Board*

Embu County has six members of the CPSB from two ethnic groups as shown in the Table below.

**Table 79: Ethnic profiling of the Embu County PSB**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Embu                | 4             | 66.7              |
| 2. | Mbeere              | 2             | 33.3              |
|    | <b>Total</b>        | <b>6</b>      | <b>100</b>        |

*County Executive Committee*

The CEC of Embu County is composed of 10 members whose diversity is illustrated in the Table below.

**Table 80: Ethnic Representation of the CEC in Embu County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Embu                | 5             | 50.0              |
| 2. | Mbeere              | 4             | 40.0              |
| 3. | Kamba               | 1             | 10.0              |
|    | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.15 Kitui County***Introduction*

Kitui County borders Tana River, Taita Taveta, Embu, Tharaka, Meru, Makueni and Machakos counties, and hosts a population of over 1,012,709. The county has 16 administrative sub counties namely; Kitui Central, Lower Yatta, Kitui West, Kisasi, Nzambani, Mutitu, Mutomo, Ikutha, Katulani, Matinyani, Mwingi Central, Mwingi East, Tseikuru, Muumoni, Kyuso and Migwani

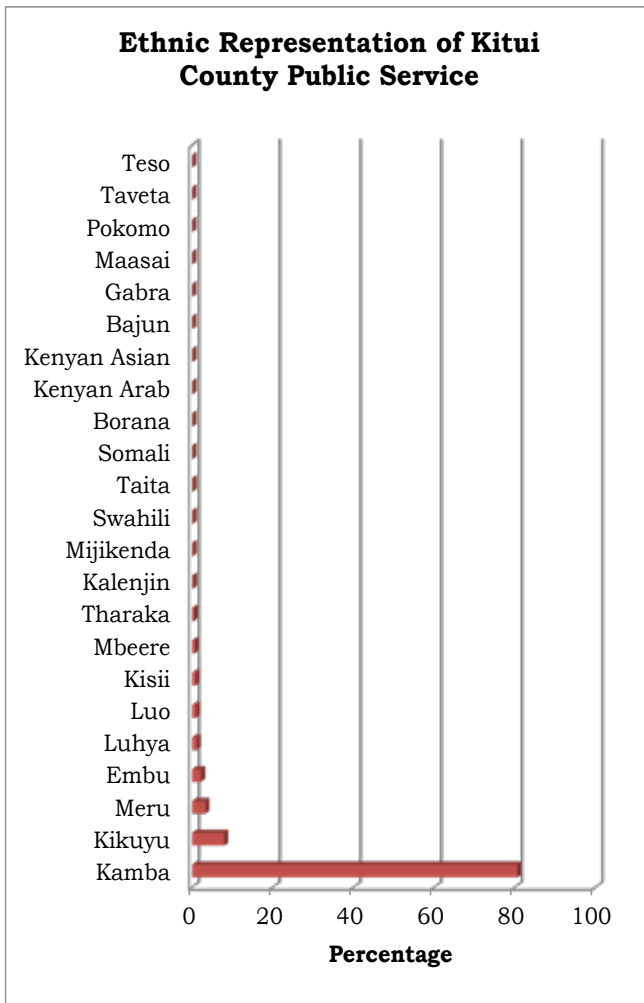
*General County Public Service*

The County has 2,165 members of staff in the county public service<sup>15</sup>. It contravenes the CGA as the largest community make up 80.6% of members from the Kamba community. The composition of the first two communities demonstrates a huge gap, as the Kikuyu make up 8% of the staff.

**Table 81: Ethnic profiling of the public service in Kitui County**

<sup>15</sup> Kitui County submitted the data of its staff on 4<sup>th</sup> April 2015.

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1          | Kamba               | 1744          | 80.6              |
| 2          | Kikuyu              | 174           | 8.0               |
| 3          | Meru                | 71            | 3.3               |
| 4          | Embu                | 47            | 2.2               |
| 5          | Luhya               | 27            | 1.2               |
| 6          | Luo                 | 22            | 1.0               |
| 7          | Kisii               | 19            | 0.9               |
| 8          | Mbeere              | 16            | 0.7               |
| 9          | Tharaka             | 10            | 0.5               |
| 10         | Kalenjin            | 7             | 0.3               |
| 11         | Mijikenda           | 5             | 0.2               |
| 12         | Swahili             | 4             | 0.2               |
| 13         | Taita               | 4             | 0.2               |
| 14         | Somali              | 3             | 0.1               |
| 15         | Borana              | 2             | 0.1               |
| 16         | Kenyan Arab         | 2             | 0.1               |
| 17         | Kenyan Asian        | 2             | 0.1               |
| 18         | Bajun               | 1             | 0.05              |
| 19         | Gabra               | 1             | 0.05              |
| 20         | Maasai              | 1             | 0.05              |
| 21         | Pokomo              | 1             | 0.05              |
| 22         | Taveta              | 1             | 0.05              |
| 23         | Teso                | 1             | 0.05              |
|            | <b>Total</b>        | <b>2165</b>   | <b>100</b>        |



**Figure 30: Ethnic profiling of the public service in Kitui County**

### *New Appointments*

Among the 434 staff recruited by the county since its establishment, 90.8% come from the Kamba community. Kitui County contravenes the provision of sec 65 of the CGA and the NCI Act as it lacks representation of diversity in its staffing.

**Table 82: Ethnic balance within the public service of Kitui County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1   | Kamba        | 394    | 90.8       |
| 2   | Kikuyu       | 10     | 2.3        |
| 3   | Tharaka      | 6      | 1.4        |

|    |              |            |            |
|----|--------------|------------|------------|
| 4  | Kisii        | 5          | 1.3        |
| 5  | Luhya        | 4          | 0.9        |
| 6  | Swahili      | 4          | 0.9        |
| 7  | Luo          | 2          | 0.5        |
| 8  | Mbeere       | 2          | 0.5        |
| 9  | Bajun        | 1          | 0.2        |
| 10 | Borana       | 1          | 0.2        |
| 11 | Kenyan Arab  | 1          | 0.2        |
| 12 | Kenyan Asian | 1          | 0.2        |
| 13 | Meru         | 1          | 0.2        |
| 14 | Mijikenda    | 1          | 0.2        |
| 15 | Taita        | 1          | 0.2        |
|    | <b>Total</b> | <b>434</b> | <b>100</b> |

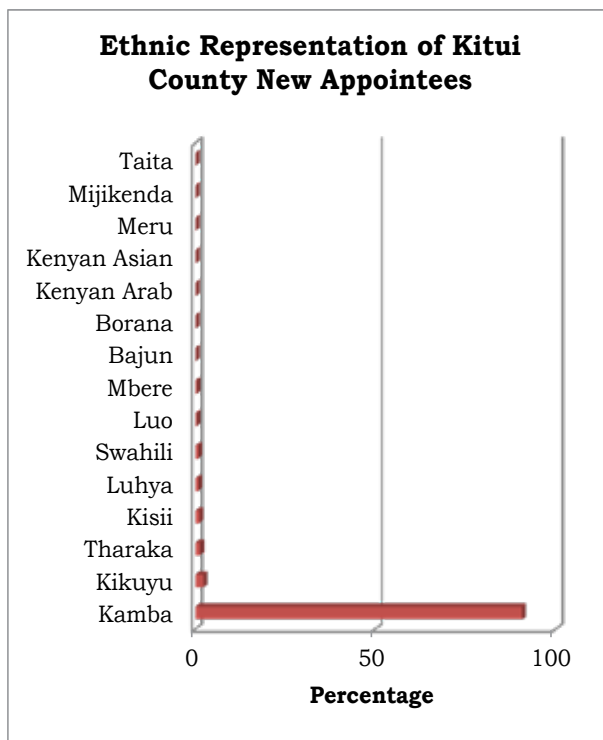


Figure 31: Ethnic balance within the public service of Kitui County

*County Assembly Employees*

Kitui County assembly has 51 members with the dominant ethnic group, the Kamba, at 92.2% and the Kikuyu at a distant 3.8%.

**Table 83: Ethnic profiling of Kitui County assembly**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kamba        | 47        | 92.2       |
| 2.  | Kikuyu       | 2         | 3.8        |
| 3.  | Luo          | 1         | 2.0        |
| 4.  | Mbeere       | 1         | 2.0        |
|     | <b>Total</b> | <b>51</b> | <b>100</b> |

*County Public Service Board Members*

Kitui County has 7 County Public Service Board members as shown in the table below:

**Table 84: Ethnic Representation within the CPSB in Kitui County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Kamba        | 6        | 85.7       |
| 2.  | Swahili      | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee*

The CEC is composed of nine members, eight being from the Kamba community.

**Table 85: Ethnic Profiling in the CEC of Kitui County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Kamba        | 8        | 88.9       |
| 2   | Tharaka      | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

#### 4.16 Machakos County

##### *Introduction*

Machakos County is situated in lower parts of the former Eastern province. With its headquarters at Machakos town, the county borders eight counties namely Embu to the North, Kitui to the East, Makueni to the South, Kajiado to the South West, Nairobi and Kiambu to the West, and Murang'a and Kirinyaga to the North West. Machakos County hosts a population of 1,098,584 according to the 2009 population census. The county comprises eight sub-counties, namely Yatta, Kangundo, Masinga, Mwala, Mavoko, Kathiani, Matungulu and Machakos Town.

##### *General County Public Service*

The County has 3,736 members of staff in the county public service<sup>16</sup>. It contravenes the CGA as the largest community make up 79% of members from the Kamba community

**Table 86: Ethnic Distribution in the county public service of Machakos County**

| No. | Ethnic Group  | Number | Percentage |
|-----|---------------|--------|------------|
| 1   | Kamba         | 2951   | 79.0       |
| 2   | Kikuyu        | 336    | 9.0        |
| 3   | Meru          | 111    | 3.0        |
| 4   | Kisii         | 68     | 1.8        |
| 5   | Luhya         | 65     | 1.7        |
| 6   | Luo           | 47     | 1.3        |
| 7   | Kalenjin      | 41     | 1.1        |
| 8   | Embu          | 37     | 1.0        |
| 9   | Taita         | 18     | 0.5        |
| 10  | Mbeere        | 11     | 0.3        |
| 11  | Maasai        | 10     | 0.3        |
| 12  | Other Kenyans | 7      | 0.2        |
| 13  | Mijikenda     | 6      | 0.2        |
| 14  | Kenyan Asian  | 5      | 0.12       |
| 15  | Somali        | 5      | 0.12       |
| 16  | Teso          | 4      | 0.11       |
| 17  | Borana        | 3      | 0.08       |

<sup>16</sup> Machakos County submitted the data of its staff on 29<sup>th</sup> May 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 18 | Nubi         | 2           | 0.03       |
| 19 | Pokomo       | 2           | 0.03       |
| 20 | Samburu      | 2           | 0.04       |
| 21 | Tharaka      | 2           | 0.04       |
| 22 | Gabbara      | 1           | 0.01       |
| 23 | Kisii        | 1           | 0.01       |
| 24 | Kuria        | 1           | 0.01       |
|    | <b>Total</b> | <b>3736</b> | <b>100</b> |

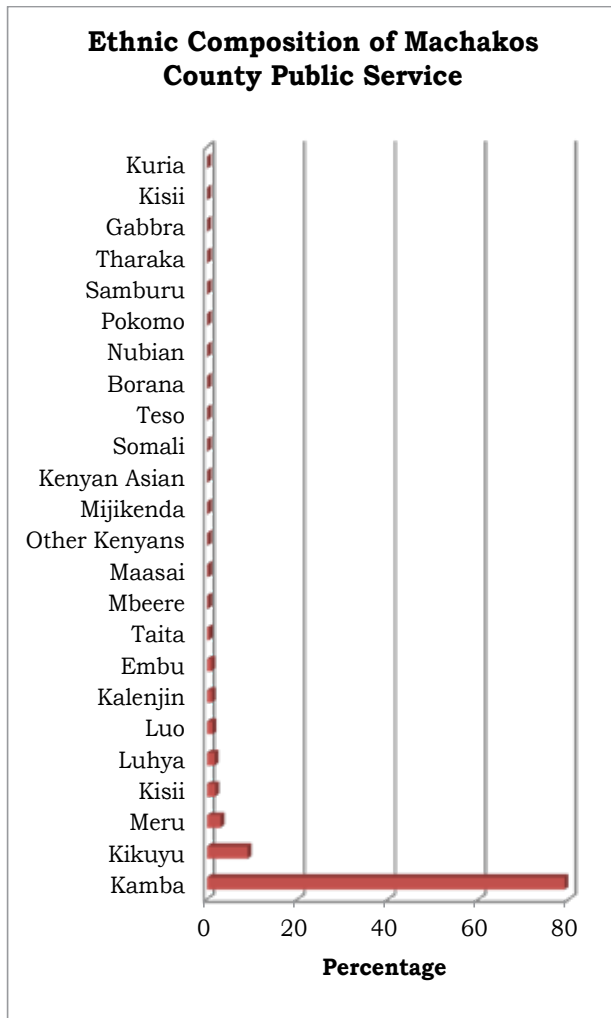


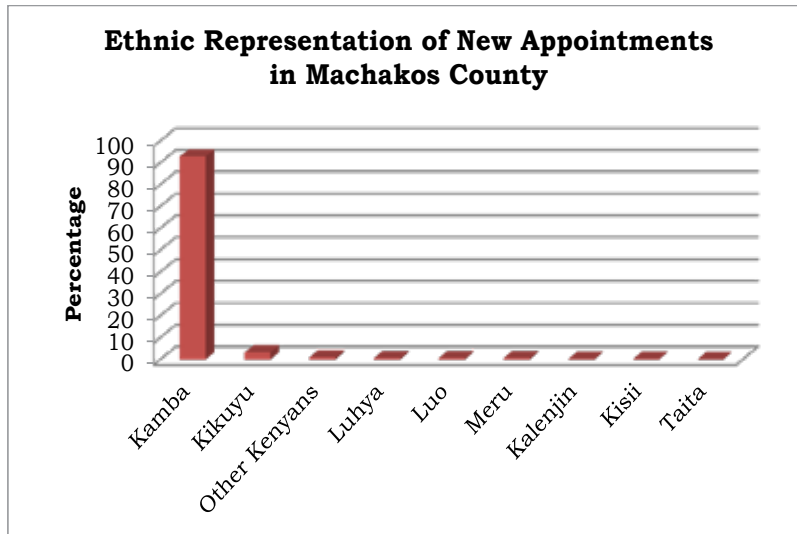
Figure 32: Ethnic Distribution in the county public service of Machakos County

### *New Appointments*

Machakos County has hired 686 staff from 2013 to the date of submission. The majority of employees are from the Kamba community and they account for 92.9% of the employees recruited. This County has flouted Section 65 of the CGA.

**Table 87: Ethnic balance among the new appointments of Machakos County**

| No. | Ethnic Group  | Number     | Percentage |
|-----|---------------|------------|------------|
| 1.  | Kamba         | 637        | 92.9       |
| 2.  | Kikuyu        | 22         | 3.2        |
| 3.  | Other Kenyans | 7          | 1.1        |
| 4.  | Luhya         | 5          | 0.7        |
| 5.  | Luo           | 5          | 0.7        |
| 6.  | Meru          | 5          | 0.7        |
| 7.  | Kalenjin      | 2          | 0.3        |
| 8.  | Kisii         | 2          | 0.3        |
| 9.  | Taita         | 1          | 0.1        |
|     | <b>Total</b>  | <b>686</b> | <b>100</b> |



**Figure 33: Ethnic balance among the New Appointments of Machakos County**

### *County Assembly employees*

Machakos County assembly has 102 employees, with the dominant ethnic group being the Kamba Community at 90.2%. It has contravened the CGA as

the largest group is Kamba at 90.2% and the gap between the largest group and the second is high.

**Table 88: Ethnic distribution of Machakos County assembly public service**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Kamba        | 92         | 90.2       |
| 2.  | Kikuyu       | 5          | 4.9        |
| 3.  | Meru         | 4          | 3.9        |
| 4.  | Kalenjin     | 1          | 1.0        |
|     | <b>Total</b> | <b>102</b> | <b>100</b> |

#### *County Public Service Board*

Machakos County consists five members of the County Public Service Board, all of them Kamba. It is mono-ethnic with five members coming from one ethnic group.

**Table 89: Ethnic Diversity of the CPSB in Machakos County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kamba        | 5      | 100        |

#### *County Executive Committee*

Machakos County has 10 members in the County Executive Committee as shown in the table below:

**Table 90: Ethnic Distribution in the CEC of Machakos County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1   | Kamba        | 9         | 90         |
| 2   | Kenyan Asian | 1         | 10         |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

## **4.17 Makueni County**

### *Introduction*

Makueni County has its capital and largest town is Wote. The County has a population of 884,527 (2009 census). It has nine sub-counties namely;

Makueni, Kilungu, Mukaa, Kibwezi, Kathonzweni, Makindu, Mbooni East, Mbooni West and Nzaui sub counties.

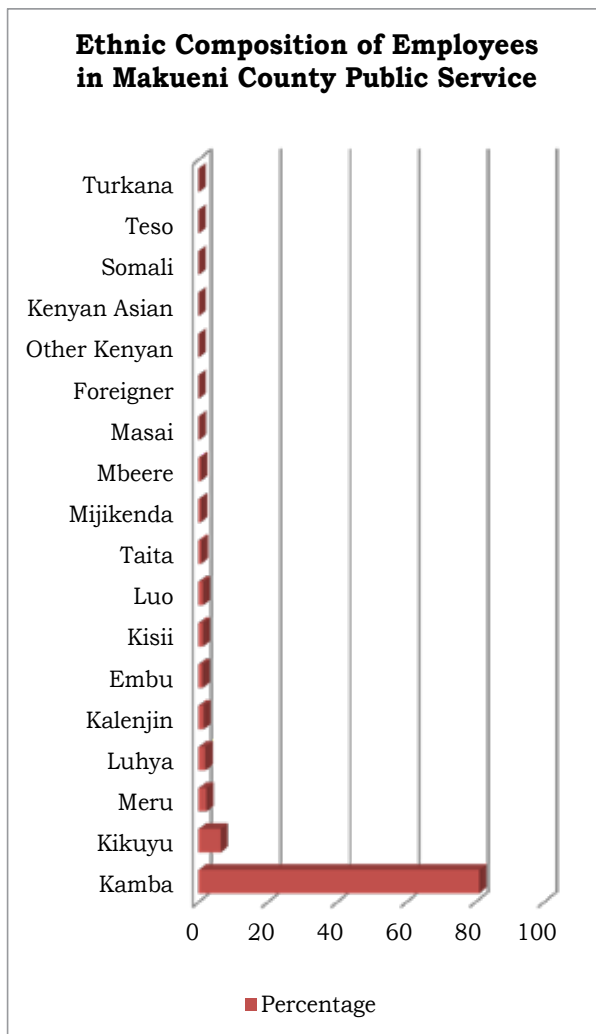
#### *General County Public Service*

The county has 1,681 county public service members<sup>17</sup>. It contravenes the CGA as the largest community make up 81.1% of members from the Kamba community

**Table 91: Ethnic composition of employees in Makueni County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1          | Kamba               | 1373          | 81.1              |
| 2          | Kikuyu              | 107           | 6.5               |
| 3          | Meru                | 39            | 2.4               |
| 4          | Luhya               | 33            | 2.0               |
| 5          | Kalenjin            | 25            | 1.6               |
| 6          | Embu                | 21            | 1.2               |
| 7          | Kisii               | 22            | 1.3               |
| 8          | Luo                 | 22            | 1.3               |
| 9          | Taita               | 11            | 0.8               |
| 10         | Mijikenda           | 9             | 0.5               |
| 11         | Mbeere              | 8             | 0.5               |
| 12         | Maasai              | 3             | 0.2               |
| 13         | Foreigner           | 2             | 0.1               |
| 14         | Other Kenyan        | 2             | 0.1               |
| 15         | Kenyan Asian        | 1             | 0.1               |
| 16         | Somali              | 1             | 0.1               |
| 17         | Teso                | 1             | 0.1               |
| 18         | Turkana             | 1             | 0.1               |
|            | <b>Total</b>        | <b>1681</b>   | <b>100</b>        |

<sup>17</sup> Makueni County submitted data on 29<sup>th</sup> May 2015.



**Figure 34: Ethnic composition of employees in Makueni County**

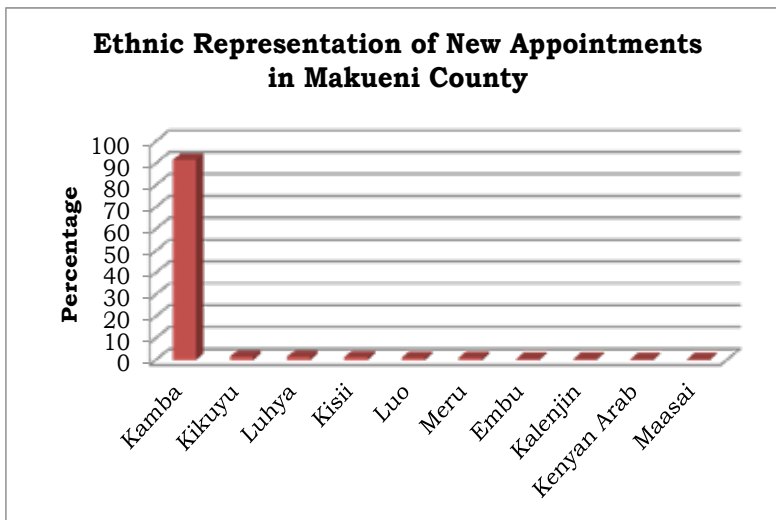
### *New Appointments*

The County has hired 367 employees since 2013. The majority of employees hired in this period are from the Kamba community. The County contravenes section 65 of the CGA by according 91.6% of its vacancies to candidates from the one ethnic group.

**Table 92: Ethnic Distribution among new appointments in Makueni County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Kamba               | 336           | 91.6              |
| 2 | Kikuyu              | 6             | 1.6               |
| 3 | Luhya               | 6             | 1.6               |

|    |              |            |            |
|----|--------------|------------|------------|
| 4  | Kisii        | 5          | 1.4        |
| 5  | Luo          | 4          | 1.1        |
| 6  | Meru         | 4          | 1.1        |
| 7  | Embu         | 2          | 0.5        |
| 8  | Kalenjin     | 2          | 0.5        |
| 9  | Kenyan Arab  | 1          | 0.3        |
| 10 | Maasai       | 1          | 0.3        |
|    | <b>Total</b> | <b>367</b> | <b>100</b> |



**Figure 35: Ethnic Distribution among new appointments in Makueni County**

#### *County Assembly*

Makueni County assembly has 101 employees with the largest ethnic group being Kamba at 92.0%. The Assembly has contravened the CGA.

**Table 93: Ethnic distribution of Makueni County assembly employees**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Kamba        | 93         | 92.0       |
| 2.  | Luhya        | 2          | 2.0        |
| 3.  | Kisii        | 2          | 2.0        |
| 4.  | Kalenjin     | 1          | 1.0        |
| 5.  | Taita        | 1          | 1.0        |
| 6.  | Luo          | 1          | 1.0        |
| 7.  | Meru         | 1          | 1.0        |
|     | <b>Total</b> | <b>101</b> | <b>100</b> |

*County Public Service Board*

The CPSB has seven members who come from the Kamba community. This lack of diversity goes against the values and principles of the public service.

**Table 94: Ethnic Diversity in the CPSB of Makueni County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kamba        | 7      | 100        |

*County Executive Committee*

Machakos County has seven members in the county executive committee. It is skewed towards the Kamba community who occupy nine posts as shown in the table below:

**Table 95: Ethnic Distribution in the CEC of Makueni County**

| No. | Ethnic Group | Number   | Percentage   |
|-----|--------------|----------|--------------|
| 1   | Kamba        | 7        | 90.0         |
|     | <b>Total</b> | <b>7</b> | <b>100.0</b> |

**4.18 Nyandarua County***Introduction*

Nyandarua County is located in the former central province with a population of 596,268 (census, 2009). The County hosts to five constituencies namely Kinangop, Kipipiri, Ol Kalou, Ol Jorok and Ndaragwa. It borders Laikipia County in the north, Nyeri and Murang'a to the east, Kiambu to the south and Nakuru County to the west.

*General County Public Service*

The county has 1,528 county public servants<sup>18</sup>. It contravenes the CGA as the largest community make up 93.7% of members from the Kikuyu community

**Table 96: Ethnic Distribution of public servants in Nyandarua County**

| No. | Ethnic Group | Total | Percentage |
|-----|--------------|-------|------------|
| 1.  | Kikuyu       | 1431  | 93.7       |
| 2.  | Luhya        | 19    | 1.1        |
| 3.  | Kisii        | 18    | 1.1        |

<sup>18</sup> Nyandarua County submitted the data of its staff on 26<sup>th</sup> March 2015.

|     |              |             |            |
|-----|--------------|-------------|------------|
| 4.  | Kamba        | 15          | 1.0        |
| 5.  | Meru         | 15          | 1.0        |
| 6.  | Kalenjin     | 12          | 0.7        |
| 7.  | Embu         | 4           | 0.3        |
| 8.  | Luo          | 3           | 0.2        |
| 9.  | Mbeere       | 2           | 0.1        |
| 10. | Mijikenda    | 2           | 0.1        |
| 11. | Foreigner    | 1           | 0.1        |
| 12. | Kenyan Asian | 1           | 0.1        |
| 13. | Kuria        | 1           | 0.1        |
| 14. | Maasai       | 1           | 0.1        |
| 15. | Somali       | 1           | 0.1        |
| 16. | Swahili      | 1           | 0.1        |
| 17. | Teso         | 1           | 0.1        |
|     | <b>Total</b> | <b>1528</b> | <b>100</b> |

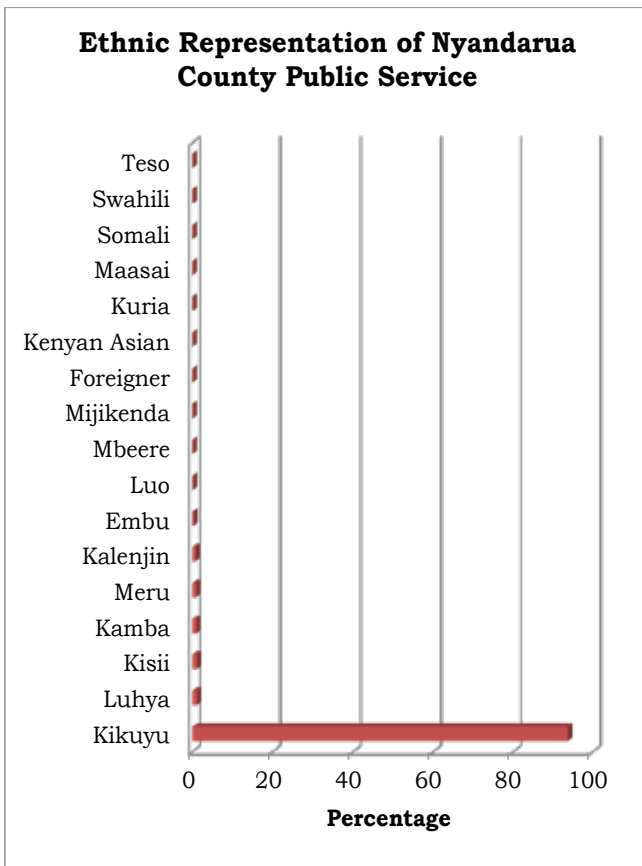


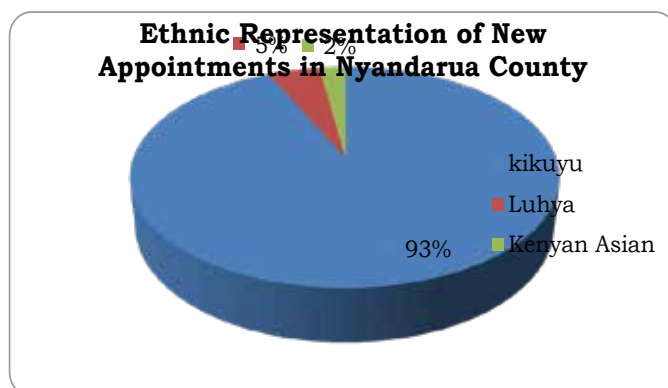
Figure 36: Ethnic Distribution of public servants in Nyandarua County

### New Appointments

As at the date of submission, the County had hired 43 staff whose ethnic composition is shown in the table below. Nyandarua County is in contravention of section 65 of the CGA as it has employed 93% of its staff from the Kikuyu community.

**Table 97: Composition of new staff in Nyandarua County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 40        | 93.0       |
| 2.  | Luhya        | 2         | 4.7        |
| 3.  | Kenyan Asian | 1         | 2.3        |
|     | <b>Total</b> | <b>43</b> | <b>100</b> |



**Figure 37: Composition of new staff in Nyandarua County**

### County Assembly

Nyandarua County assembly has 74 employees in the county assembly, with the largest percentage being from the Kikuyu community at 95.9%. It has contravened the CGA.

**Table 98: Ethnic distribution of Nyandarua County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 71        | 95.8       |
| 2.  | Kalenjin     | 1         | 1.4        |
| 3.  | Meru         | 1         | 1.4        |
| 4.  | Teso         | 1         | 1.4        |
|     | <b>Total</b> | <b>74</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Nyandarua County consists of six employees. It is mono-ethnic as it consists of one ethnic group.

**Table 99: Ethnic representation of Nyandarua county CPSB**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kikuyu              | 6             | 100               |

*County Executive Committee*

The County Executive Committee of Nyandarua County consists of nine members, all from one ethnic community.

**Table 100: Ethnic representation of Nyandarua CEC members**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kikuyu              | 9             | 100               |

**4.19 Nyeri County***Introduction*

Nyeri County is located on the southwest flank of Mount Kenya in the central region of Kenya. The county has a population of 661,156. It has six sub-counties namely: Tetu, Kieni, Mathira, Othaya, Mukurweini and Nyeri Town.

*General County Public Service*

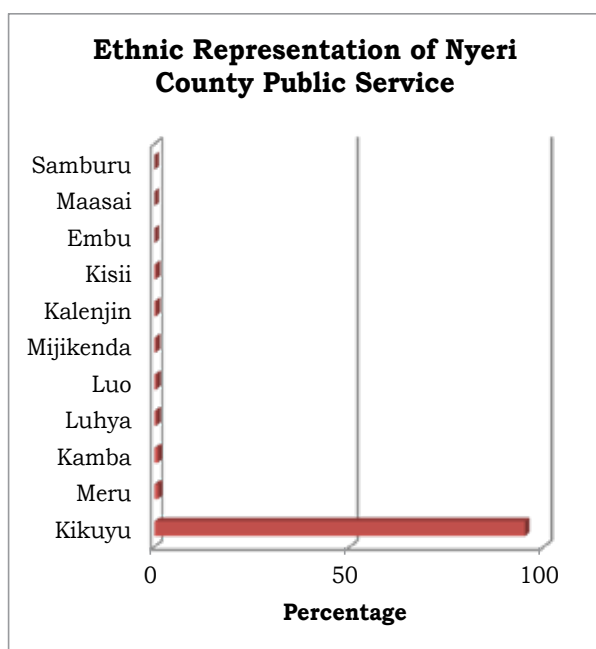
The county has 3,055 members of staff<sup>19</sup>. The majority, who are from the Kikuyu community, account for 95.3% hence contravening the CGA. This leaves very little room for inclusion of other communities.

**Table 101: Ethnic Representation in the county public service of Nyeri County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kikuyu              | 2910          | 95.3              |
| 2. | Meru                | 33            | 1.1               |
| 3. | Kamba               | 29            | 0.9               |

<sup>19</sup> The county submitted its data on 23<sup>rd</sup> March 2015.

|     |              |             |            |
|-----|--------------|-------------|------------|
| 4.  | Luhya        | 18          | 0.6        |
| 5.  | Luo          | 16          | 0.5        |
| 6.  | Mijikenda    | 15          | 0.5        |
| 7.  | Kalenjin     | 14          | 0.5        |
| 8.  | Kisii        | 14          | 0.5        |
| 9.  | Embu         | 4           | 0.06       |
| 10. | Maasai       | 1           | 0.02       |
| 11. | Samburu      | 1           | 0.02       |
|     | <b>Total</b> | <b>3055</b> | <b>100</b> |



**Figure 38: Ethnic Representation in the County Public Service of Nyeri County**

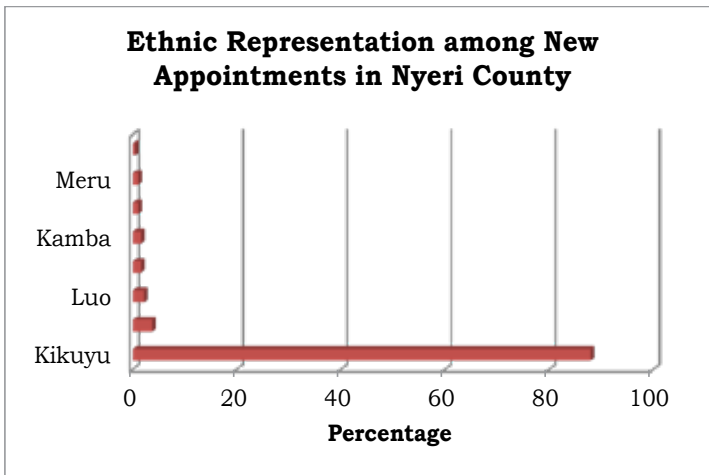
### *New Appointments*

The County had hired 184 staff as at the time of submission of data. Of these, 88% belong to the Kikuyu community. Nyeri County is in contravention of section 65 of the CGA and other laws that require representation of diversity in the public service.

**Table 102: Ethnic Balance among New Recruits in Nyeri County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 162    | 88.0       |
| 2.  | Kalenjin     | 7      | 3.9        |

|    |              |            |            |
|----|--------------|------------|------------|
| 3. | Luo          | 4          | 2.2        |
| 4. | Mijikenda    | 3          | 1.6        |
| 5. | Kamba        | 3          | 1.6        |
| 6. | Kisii        | 2          | 1.1        |
| 7. | Meru         | 2          | 1.1        |
| 8. | Luhya        | 1          | 0.5        |
|    | <b>Total</b> | <b>184</b> | <b>100</b> |



**Figure 39: Ethnic Balance among New Recruits in Nyeri County**

#### *County Assembly employees*

Nyeri county assembly has 50 employees, with the dominant ethnic group being the Kikuyu at 90% hence contravening the CGA

**Table 103: Nyeri county assembly staff ethnic distribution**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 45        | 90.0       |
| 2.  | Kisii        | 2         | 4.0        |
| 3.  | Embu         | 1         | 2.0        |
| 4.  | Meru         | 1         | 2.0        |
| 5.  | Kalenjin     | 1         | 2.0        |
|     | <b>Total</b> | <b>50</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB of Nyeri County is mono-ethnic, having six members who belong to the Kikuyu community. It has contravened the CGA

**Table 104: Ethnic profile of the CPSB of Nyeri County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kikuyu              | 6             | 100               |

#### *County Executive Committee*

Similarly, the CEC of Nyeri which is composed of 10 members, draw all their members from the Kikuyu community. It is mono-ethnic.

**Table 105: Ethnic composition in the CEC in Nyeri County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kikuyu              | 10            | 100               |

## **4.20 Kirinyaga County**

### *Introduction*

Kirinyaga County is located in the central region of Kenya with its capital in Kerugoya/Kutus. In 2009, the county had a population of 528,054. Administratively, the county is divided into five sub counties namely; Kirinyaga East, Kirinyaga West, Mwea East, Mwea West and Kirinyaga Central.

### *General County Public Service*

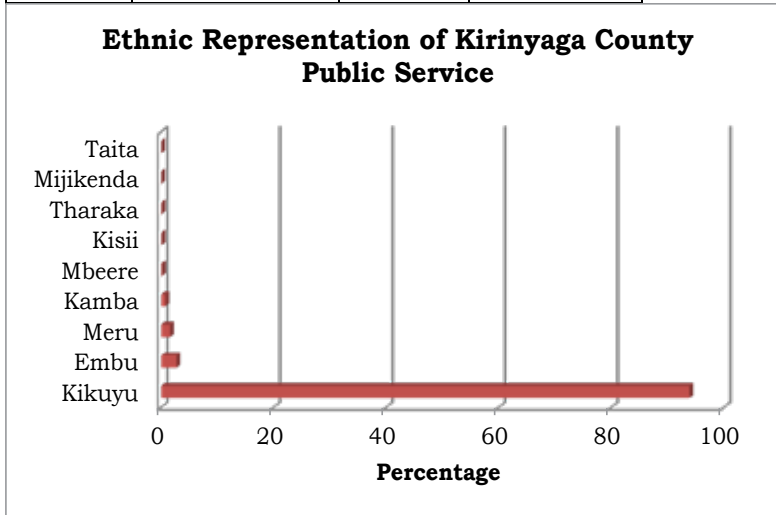
The county has 2,602 members of staff<sup>20</sup>. It has contravened the CGA since the majority are Kikuyu at 93.9%

**Table 106: Ethnic Distribution of Kirinyaga County general staff**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kikuyu              | 2445          | 93.9              |
| 2.         | Embu                | 74            | 2.9               |
| 3.         | Meru                | 44            | 1.7               |
| 4.         | Kamba               | 23            | 0.8               |
| 5.         | Mbeere              | 6             | 0.3               |
| 6.         | Kisii               | 5             | 0.2               |
| 7.         | Tharaka             | 3             | 0.1               |
| 8.         | Mijikenda           | 1             | 0.05              |

<sup>20</sup> Kirinyaga County submitted data on 2<sup>nd</sup> April 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 9. | Taita        | 1           | 0.05       |
|    | <b>Total</b> | <b>2602</b> | <b>100</b> |



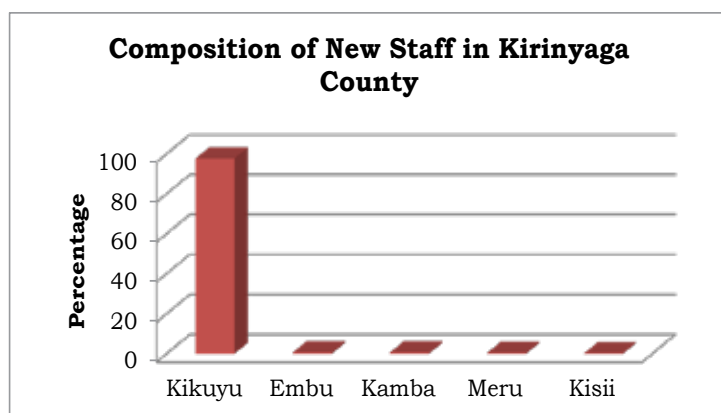
**Figure 40: Ethnic Distribution in the county public service of Kirinyaga County**

#### *New Appointments*

Kirinyaga County is in contravention of section 65 of the CGA. This is because among 582 staff recruited between 2013 and present, 97.8% belong to the Kikuyu community.

**Table 107: Composition of new staff by ethnic group in Kirinyaga County**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Kikuyu       | 569        | 97.8       |
| 2.  | Embu         | 4          | 0.7        |
| 3.  | Kamba        | 4          | 0.7        |
| 4.  | Meru         | 3          | 0.5        |
| 5.  | Kisii        | 2          | 0.3        |
|     | <b>Total</b> | <b>582</b> | <b>100</b> |



**Figure 41: Composition of new staff by ethnic group in Kirinyaga County**

#### *County Assembly Employees*

The county assembly of Kirinyaga has 51 employees who are all from the Kikuyu community. It is mono-ethnic hence contravening the CGA.

**Table 108: Ethnic distribution of Kirinyaga County assembly staff**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 51     | 100        |

#### *County Public Service Board*

The County has five members in the CPSB who belong to the Kikuyu community. It has therefore not created an opportunity for minority groups in this organ.

**Table 109: Ethnic profiling in the CPSB of Kirinyaga County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 5      | 100        |

#### *County Executive Committee*

Similarly, the CEC has 10 members, all from the same ethnic group.

**Table 110: Ethnic Representation in the CEC of Kirinyaga County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 10     | 100        |

#### 4.21 Murang'a County

##### *Introduction*

Murang'a County is located in the central region of Kenya with its capital is Murang'a also called Fort Hall, a common name in colonial times. The county has a population of 942,581 (2009 census). It consists of Kiharu, Mathioya, Kangema, Gatanga, Kigumo, Kandara and Murang'a sub counties.

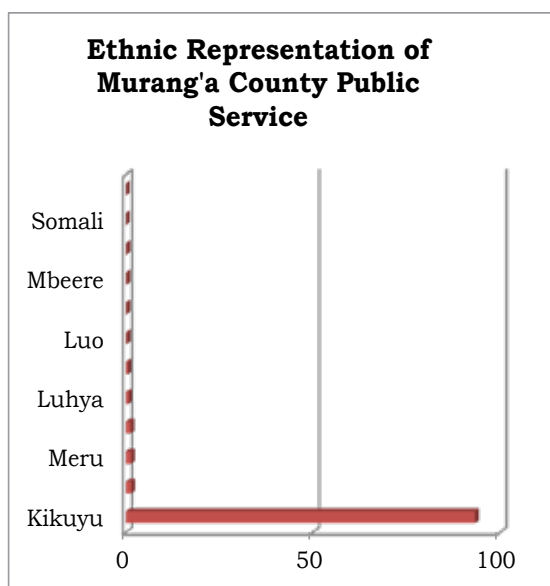
##### *General County Public Service*

The county has 2,683 members of staff in its public service<sup>21</sup>. The majority employees belong to the Kikuyu community at 93.4%. It has contravened the CGA

**Table 111: Ethnic distribution in the county public service in Murang'a County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Total</b> | <b>Percentage</b> |
|------------|---------------------|--------------|-------------------|
| 1.         | Kikuyu              | 2505         | 93.4              |
| 2.         | Kamba               | 43           | 1.6               |
| 3.         | Meru                | 39           | 1.4               |
| 4.         | Embu                | 36           | 1.2               |
| 5.         | Luhya               | 20           | 0.8               |
| 6.         | Kisii               | 16           | 0.6               |
| 7.         | Luo                 | 8            | 0.3               |
| 8.         | Kalenjin            | 6            | 0.2               |
| 9.         | Mbeere              | 4            | 0.2               |
| 10.        | Taita               | 4            | 0.2               |
| 11.        | Somali              | 1            | 0.05              |
| 12.        | Tharaka             | 1            | 0.05              |
|            | <b>Total</b>        | <b>2683</b>  | <b>100</b>        |

<sup>21</sup> Muranga County submitted its data on 20<sup>th</sup> March 2015.



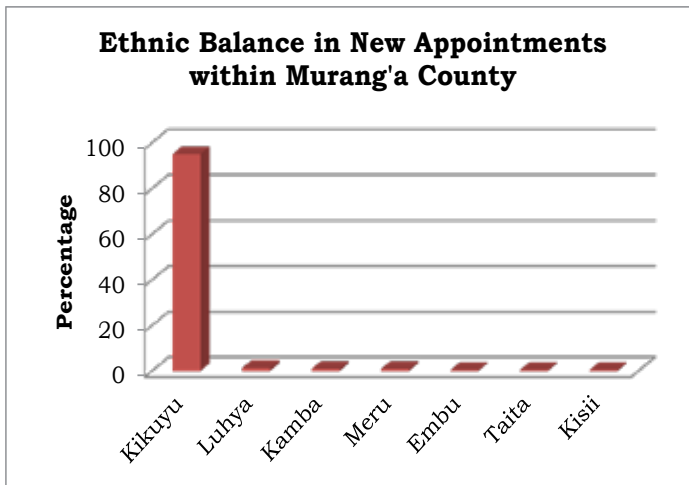
**Figure 42: Ethnic distribution in the county public service in Murang'a County**

#### *New Appointments*

Murang'a County has hired 210 staff since 2013. 95.2% of these staff are from the Kikuyu community. The County has contravened section 65 of the CGA by not according at least 30% of its job opportunities at entry level to non-dominant ethnic groups.

**Table 112: Ethnic balance in the new appointments within Murang'a County**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Kikuyu       | 200        | 95.2       |
| 2.  | Luhya        | 3          | 1.3        |
| 3.  | Kamba        | 2          | 1.0        |
| 4.  | Meru         | 2          | 1.0        |
| 5.  | Embu         | 1          | 0.5        |
| 6.  | Taita        | 1          | 0.5        |
| 7.  | Kisii        | 1          | 0.5        |
|     | <b>Total</b> | <b>210</b> | <b>100</b> |



**Figure 43: Ethnic balance in the new appointments within Murang'a County**

#### *County Assembly*

Murang'a county assembly has 51 employees with the largest ethnic group taking up 94.1% of the posts, meaning it has contravened the CGA

**Table 113: Ethnic distribution of Murang'a county assembly staff**

| No. | Ethnicity    | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 48        | 94.1       |
| 2.  | Embu         | 2         | 3.9        |
| 3.  | Luhya        | 1         | 2.0        |
|     | <b>Total</b> | <b>51</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB of Murang'a County has six members who all belong to the Kikuyu community.

**Table 114: Ethnic Composition of the CPSB in Murang'a County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 6      | 100        |

#### *County Executive Committee*

Similarly, the CEC has 10 members, all from the same ethnic group. It is mono-ethnic.

**Table 115: Ethnic Distribution among CEC members in Murang'a County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 10     | 100        |

## 4.22 Kiambu County

### *Introduction*

Kiambu County is located in the central region of Kenya with its capital in Kiambu. The county is adjacent to the northern border of Nairobi County and has a population of 1,623,282.

### *General Public Service*

The county has 4,120 members of staff in its county public service<sup>22</sup>. The majority of the employees are the Kikuyu community at 85.4%. It has contravened the CGA.

**Table 116: Ethnic profiling in Kiambu County's public service**

| No. | Ethnic Group | Total | Percentage |
|-----|--------------|-------|------------|
| 1   | Kikuyu       | 3517  | 85.4       |
| 2   | Meru         | 149   | 3.5        |
| 3   | Kamba        | 134   | 3.2        |
| 4   | Luhya        | 70    | 1.7        |
| 5   | Kisii        | 65    | 1.6        |
| 6   | Embu         | 49    | 1.2        |
| 7   | Luo          | 44    | 1.1        |
| 8   | Kalenjin     | 28    | 0.7        |
| 9   | Somali       | 13    | 0.3        |
| 10  | Mijikenda    | 9     | 0.2        |
| 11  | Mbeere       | 9     | 0.2        |
| 12  | Maasai       | 8     | 0.2        |
| 13  | Taita        | 7     | 0.2        |
| 14  | Kuria        | 5     | 0.12       |
| 15  | Borana       | 4     | 0.1        |
| 16  | Teso         | 3     | 0.1        |
| 17  | Turkana      | 2     | 0.1        |
| 18  | Swahili      | 1     | 0.02       |
| 19  | Burji        | 1     | 0.02       |

<sup>22</sup> Kiambu County submitted its data early 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 20 | Kenyan Asian | 1           | 0.02       |
| 21 | Kenyan Arab  | 1           | 0.02       |
|    | <b>Total</b> | <b>4120</b> | <b>100</b> |

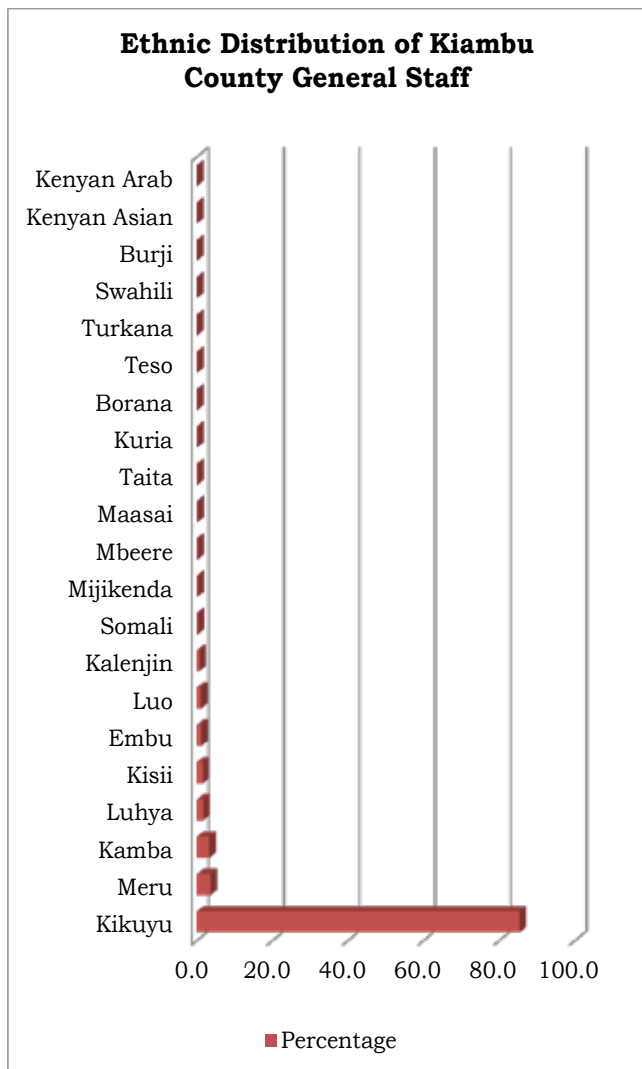


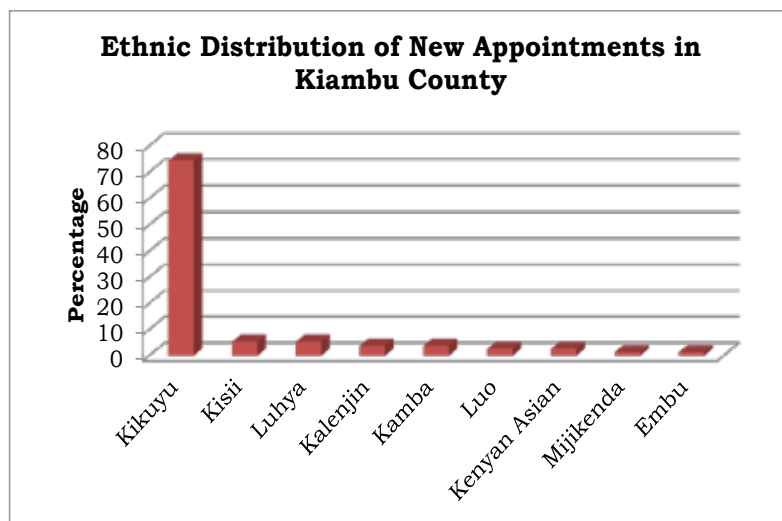
Figure 44: Ethnic profiling in Kiambu County’s public service

### *New Appointments*

The County has done only 78 recruitments in which it contravenes Section 65 of the CGA, since the largest ethnic group makes up 74.4% of the Kikuyu community.

**Table 117: Ethnic Distribution among New appointments in Kiambu County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kikuyu              | 58            | 74.4              |
| 2. | Kisii               | 4             | 5.2               |
| 3. | Luhya               | 4             | 5.2               |
| 4. | Kalenjin            | 3             | 3.7               |
| 5. | Kamba               | 3             | 3.7               |
| 6. | Luo                 | 2             | 2.6               |
| 7. | Kenyan Asian        | 2             | 2.6               |
| 8. | Mijikenda           | 1             | 1.3               |
| 9. | Embu                | 1             | 1.3               |
|    | <b>Total</b>        | <b>78</b>     | <b>100</b>        |



**Figure 45: Ethnic Distribution among New appointments in Kiambu County**

### *County assembly employees*

Kiambu County Assembly has 63 employees contravening the CGA with the largest ethnic group being Kikuyu at 79.4%

**Table 118: Ethnic distribution of Kiambu County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 50        | 79.4       |
| 2.  | Meru         | 4         | 6.2        |
| 3.  | Kamba        | 3         | 4.8        |
| 4.  | Luhya        | 3         | 4.8        |
| 5.  | Luo          | 1         | 1.6        |
| 6.  | Kisii        | 1         | 1.6        |
| 7.  | Embu         | 1         | 1.6        |
|     | <b>Total</b> | <b>63</b> | <b>100</b> |

*County Public Service Board*

Kiambu County has five members of the CPSB as illustrated in the table below. It is skewed towards the Kikuyu community

**Table 119: Composition of the CPSB by ethnic group**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Kikuyu       | 3        | 60.0       |
| 2.  | Kenyan Asian | 1        | 20.0       |
| 3.  | Luhya        | 1        | 20.0       |
|     | <b>Total</b> | <b>5</b> | <b>100</b> |

*County Executive Committee*

The CEC has 10 people from three ethnic groups. It is skewed towards Kikuyu community who occupy eight posts as illustrated in the table below.

**Table 120: Ethnic balance in the CEC of Kiambu County**

| No. | Ethnic Group | Number    | percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 8         | 80.0       |
| 2.  | Kamba        | 1         | 10.0       |
| 3.  | Luhya        | 1         | 10.0       |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

## 4.23 Turkana County

### Introduction

Turkana County is the largest and also the north-western most county in Kenya. It is bordered by the countries of Uganda to the west; South Sudan and Ethiopia, including the disputed Ilemi Triangle, to the north and northeast; and Lake Turkana to the east. To the south and east, neighboring counties are West Pokot, Baringo and Samburu, while Marsabit County is located on the opposite shore of Lake Turkana. The county has a population of 855,399 according to the 2009 census. The county has six sub counties:- Turkana Central ,Turkana North, Turkana South, Turkana East, Turkana West and Loima.

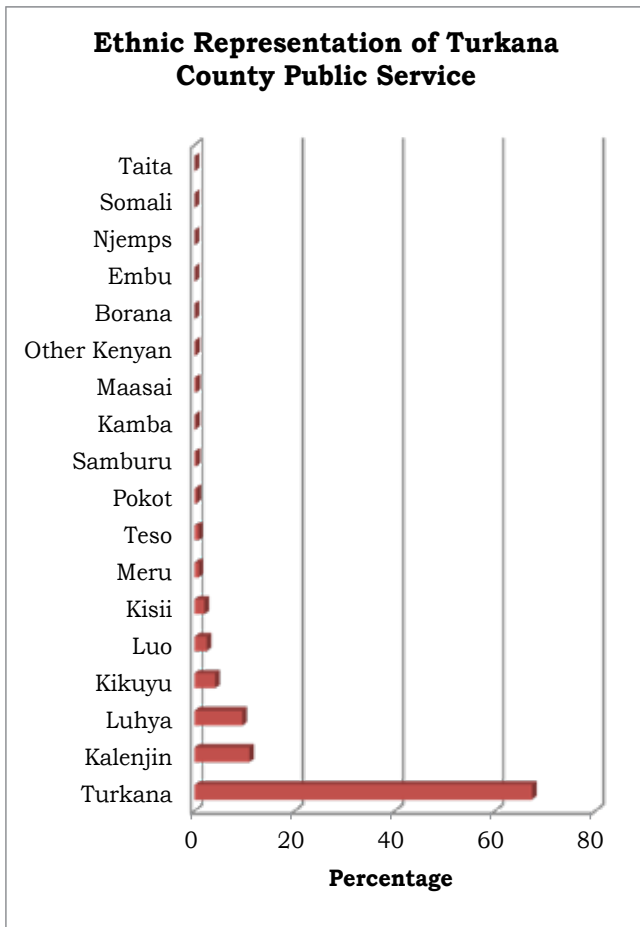
### General County Public Service

The County has 995 members of staff<sup>23</sup>. The Turkana are the majority comprising 67.3% of the total work force, hence complying with the CGA.

**Table 121: Ethnic Representation in Turkana County Public Service**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Turkana      | 670        | 67.3       |
| 2.  | Kalenjin     | 108        | 10.9       |
| 3.  | Luhya        | 96         | 9.6        |
| 4.  | Kikuyu       | 41         | 4.2        |
| 5.  | Luo          | 24         | 2.4        |
| 6.  | Kisii        | 20         | 2.0        |
| 7.  | Meru         | 9          | 0.9        |
| 8.  | Teso         | 8          | 0.8        |
| 9.  | Pokot        | 4          | 0.4        |
| 10. | Samburu      | 3          | 0.3        |
| 11. | Kamba        | 2          | 0.2        |
| 12. | Maasai       | 3          | 0.3        |
| 13. | Other Kenyan | 2          | 0.2        |
| 14. | Borana       | 1          | 0.1        |
| 15. | Embu         | 1          | 0.1        |
| 16. | Njemps       | 1          | 0.1        |
| 17. | Somali       | 1          | 0.1        |
| 18. | Taita        | 1          | 0.1        |
|     | <b>Total</b> | <b>995</b> | <b>100</b> |

<sup>23</sup> Turkana County submitted its data early 2015.



**Figure 46: Ethnic Representation in Turkana County Public Service**

### *New Appointments*

The County has recruited 241 staff from different ethnic groups. However, it has breached the provisions of Section 65 of the CGA because the dominant group, the Turkana, forms 93.4% of these recruitments.

**Table 122: Composition of new employees in Turkana County's public service**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Turkana      | 225    | 93.4       |
| 2.  | Kalenjin     | 2      | 0.8        |
| 3.  | Luhya        | 2      | 0.8        |
| 4.  | Kikuyu       | 6      | 2.6        |
| 5.  | Luo          | 1      | 0.4        |

|     |              |            |            |
|-----|--------------|------------|------------|
| 6.  | Kisii        | 1          | 0.4        |
| 7.  | Meru         | 1          | 0.4        |
| 8.  | Pokot        | 1          | 0.4        |
| 9.  | Njemps       | 1          | 0.4        |
| 10. | Somali       | 1          | 0.4        |
|     | <b>Total</b> | <b>241</b> | <b>100</b> |

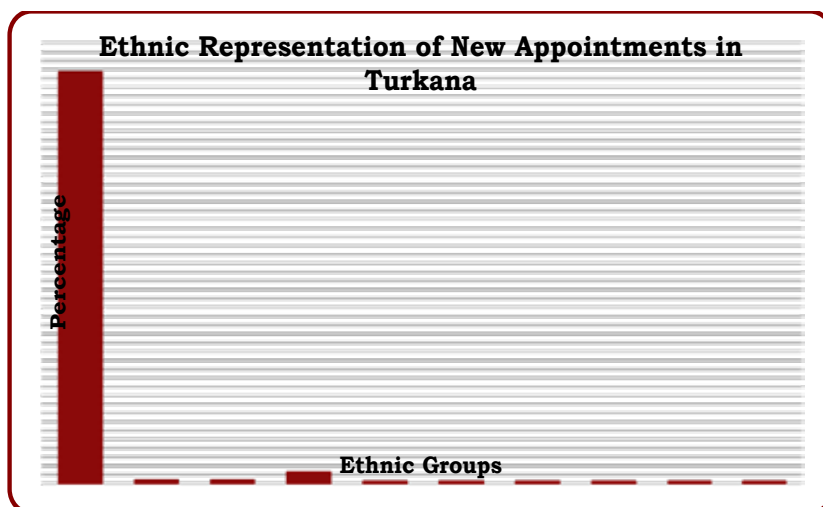


Figure 47: Composition of new employees in Turkana County

#### *County Assembly Employees*

Turkana County assembly has 187 employees with the largest ethnic group being Turkana at 95.3%. It contravenes the CGA

Table 123: Ethnic representation of Turkana County assembly staff

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Turkana      | 178        | 95.3       |
| 2.  | Kikuyu       | 3          | 1.6        |
| 3.  | Luo          | 3          | 1.6        |
| 4.  | Maasai       | 1          | 0.5        |
| 5.  | Meru         | 1          | 0.5        |
| 6.  | Nandi        | 1          | 0.5        |
|     | <b>Total</b> | <b>187</b> | <b>100</b> |

*County Public Service Board*

The CPSB in Turkana County has six members who are all from the Turkana community. It is mono-ethnic

**Table 124: Ethnic diversity within the CPSB of Turkana County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Turkana      | 6      | 100        |

*County Executive Committee*

Similarly, the CEC is composed of 10 members, who all belong to the Turkana community.

**Table 125: Ethnic profile of the CEC in Turkana County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Turkana      | 10     | 100        |

**4.24 West Pokot County***Introduction*

West Pokot County is located in the Defunct Rift Valley Province. The county has a population of 512,690 (2009 census). It constitutes three sub-counties namely Pokot Central, Pokot North and West Pokot.

*General County Public Service*

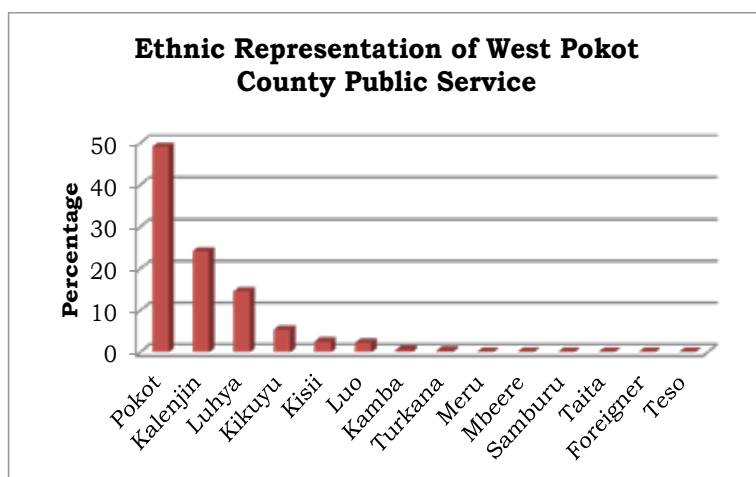
The County has 909 members of staff<sup>24</sup>. The majority are the Pokot at 49.1%. It complies with CGA.

**Table 126: Ethnic composition among staff in West Pokot County**

| No. | Ethnic Group | Total | Percentage |
|-----|--------------|-------|------------|
| 1.  | Pokot        | 446   | 49.1       |
| 2.  | Kalenjin     | 221   | 24.2       |
| 3.  | Luhya        | 133   | 14.7       |
| 4.  | Kikuyu       | 49    | 5.5        |
| 5.  | Kisii        | 24    | 2.6        |
| 6.  | Luo          | 21    | 2.3        |
| 7.  | Kamba        | 5     | 0.6        |
| 8.  | Turkana      | 4     | 0.4        |

<sup>24</sup> West Pokot County submitted its data early 2015.

|     |              |            |            |
|-----|--------------|------------|------------|
| 9.  | Meru         | 1          | 0.1        |
| 10. | Mbeere       | 1          | 0.1        |
| 11. | Samburu      | 1          | 0.1        |
| 12. | Taita        | 1          | 0.1        |
| 13. | Foreigner    | 1          | 0.1        |
| 14  | Teso         | 1          | 0.1        |
|     | <b>Total</b> | <b>909</b> | <b>100</b> |



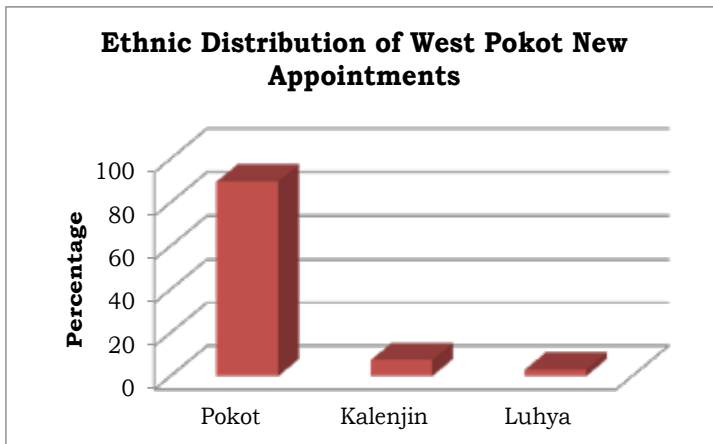
**Figure 48: Ethnic composition among staff in West Pokot County**

### *New Appointments*

The County has hired only 67 employees. It has contravened the County Government Act since more than seventy percent of these positions have been accorded to the dominant group, the Pokot at 89.6%.

**Table 127: Ethnic Distribution among new employees in West Pokot County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Pokot        | 60        | 89.6       |
| 2.  | Kalenjin     | 5         | 7.4        |
| 3.  | Luhya        | 2         | 3.0        |
|     | <b>Total</b> | <b>67</b> | <b>100</b> |



**Figure 49: Ethnic Distribution among new employees in West Pokot County**

#### *County Assembly employees*

West Pokot County Assembly has 95 employees with the Pokot community being the largest ethnic group at 89.5 hence contravening CGA

**Table 128: Ethnic distribution of West Pokot County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Pokot        | 85        | 89.5       |
| 2.  | Kalenjin     | 5         | 5.2        |
| 3.  | Kikuyu       | 2         | 2.0        |
| 4.  | Kisii        | 1         | 1.1        |
| 5.  | Luo          | 1         | 1.1        |
| 6.  | Teso         | 1         | 1.1        |
|     | <b>Total</b> | <b>95</b> | <b>100</b> |

#### *County Public Service Board*

The West Pokot CPSB has seven members. One comes from the Kalenjin community. It is skewed towards Pokot who occupy six positions.

**Table 129: Ethnic profile of the CPSB of West Pokot County**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Pokot        | 6        | 85.7       |
| 2   | Kalenjin     | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee*

The CEC is composed of nine members, with one of them from the Kalenjin community. It is skewed towards the Pokot community who occupy eight posts.

**Table 130: Ethnic Composition in the CEC of West Pokot County**

| No. | Ethnic Group | Numbers  | Percentage |
|-----|--------------|----------|------------|
| 1   | Pokot        | 8        | 88.9       |
| 2   | Kalenjin     | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

**4.25 Samburu County***Introduction*

Samburu County borders Marsabit, Turkana, Isiolo, Baringo and Laikipia Counties. It has a total population of 224,000. It is administratively divided into three sub-counties: - Central, East and North Samburu.

*General County Public Service*

The county has 1,229 members of staff in its county public service<sup>25</sup>.

It has contravened CGA since the Samburu, the largest community, are at 73.6% of the total workforce.

**Table 131: Ethnic composition of county public servants in Samburu County**

| No. | Ethnic Group  | Number | Percentage |
|-----|---------------|--------|------------|
| 1.  | Samburu       | 899    | 73.6       |
| 2.  | Kikuyu        | 105    | 8.4        |
| 3.  | Turkana       | 66     | 5.3        |
| 4.  | Kalenjin      | 42     | 3.2        |
| 5.  | Meru          | 20     | 1.6        |
| 6.  | Kamba         | 13     | 1.0        |
| 7.  | Luhya         | 12     | 1.0        |
| 8.  | Other Kenyans | 14     | 1.1        |
| 9.  | Kisii         | 9      | 0.7        |
| 10. | Luo           | 8      | 0.6        |

<sup>25</sup> Samburu County submitted its data early 2015.

|     |              |             |            |
|-----|--------------|-------------|------------|
| 11. | Borana       | 7           | 0.6        |
| 12. | Embu         | 7           | 0.6        |
| 13. | Maasai       | 6           | 0.5        |
| 14. | Rendille     | 6           | 0.5        |
| 15. | Somali       | 3           | 0.2        |
| 16. | Mbeere       | 3           | 0.2        |
| 17. | Taita        | 2           | 0.2        |
| 18. | Teso         | 2           | 0.2        |
| 19. | Burji        | 1           | 0.1        |
| 20. | Gabra        | 1           | 0.1        |
| 21. | Mijikenda    | 1           | 0.1        |
| 22. | Njemps       | 1           | 0.1        |
| 23. | Pokot        | 1           | 0.1        |
|     | <b>Total</b> | <b>1229</b> | <b>100</b> |

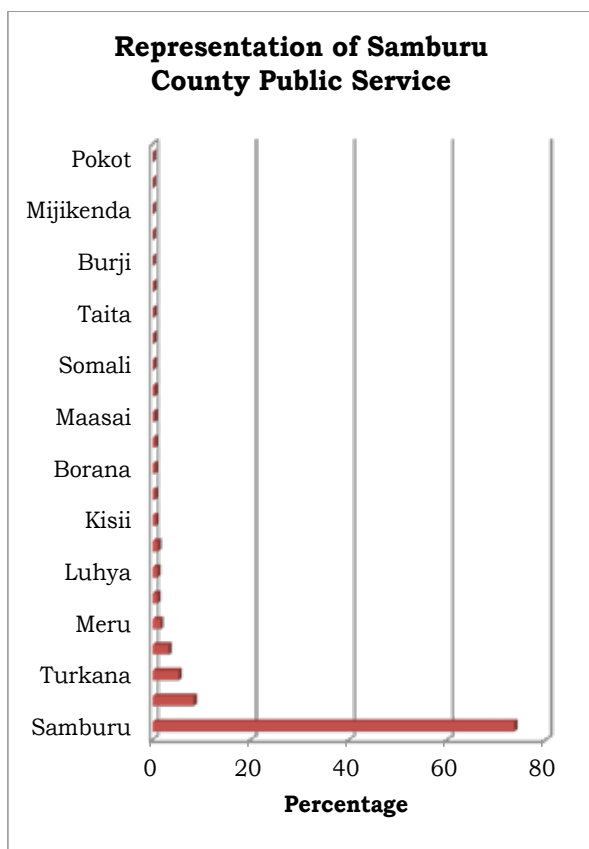


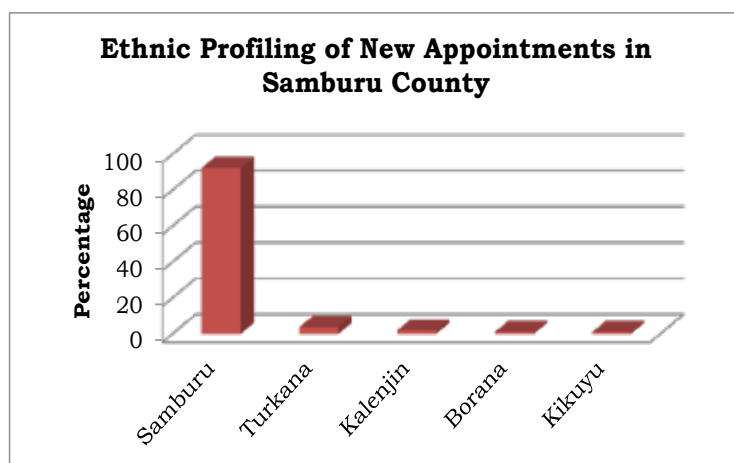
Figure 50: Ethnic composition of county public servants in Samburu County

### New Appointments

Samburu County has hired 105 staff since 2013. The County has contravened Section 65 of the CGA. The largest group is Samburu at 92.4%

**Table 132: Ethnic Profiling of the new appointments in Samburu County**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Samburu      | 97         | 92.4       |
| 2.  | Turkana      | 4          | 3.8        |
| 3.  | Kalenjin     | 2          | 1.8        |
| 4.  | Borana       | 1          | 1.0        |
| 5.  | Kikuyu       | 1          | 1.0        |
|     | <b>Total</b> | <b>105</b> | <b>100</b> |



**Figure 6: Ethnic profiling of New Appointments in Samburu**

### County Assembly Employees

Samburu County assembly has 52 employees with the Samburu community being the majority at 92.3% hence contravening CGA

|    | Ethnic Group | Number    | Percentage |
|----|--------------|-----------|------------|
| 1. | Samburu      | 48        | 92.3       |
| 2. | Somali       | 2         | 3.9        |
| 3. | Kalenjin     | 1         | 1.9        |
| 4. | Kikuyu       | 1         | 1.9        |
|    | <b>Total</b> | <b>52</b> | <b>100</b> |

*County Public Service Board*

The CPSB draws all its six members from the Samburu community. It is mono-ethnic

**Table 133:** Ethnic composition of the CPSB of Samburu County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Samburu      | 6      | 100        |

*County Executive Committee*

The CEC has nine members including one from the Turkana community. It is skewed towards Samburu community who occupy eight positions.

**Table 134:** Ethnic Representation of the CEC of Samburu County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Samburu      | 8        | 88.9       |
| 2.  | Turkana      | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

**4.26 Trans Nzoia County***Introduction*

Trans Nzoia County is located between the Nzoia River and Mount Elgon with its centre at the town of Kitale. Trans Nzoia County borders Bungoma to the west, Uasin Gishu and Kakamega to the south, Elgeyo Marakwet to the east, West Pokot to the north and the republic of Uganda to North West. With a population of approximately 818,757 (census 2009), the County plays host to five sub-counties including Kwana, Endebess, Saboti, Kiminini and Cherangani.

*General County Public Service*

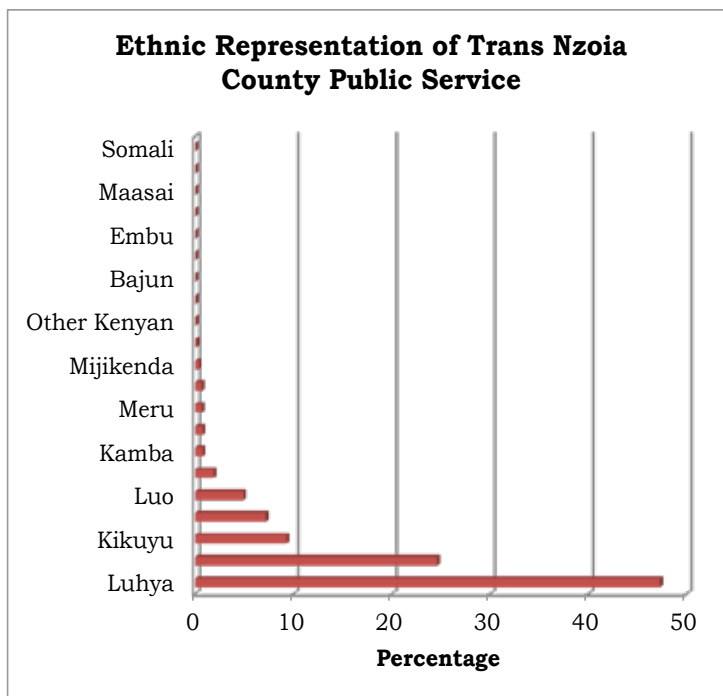
The county has 1,622 county public servants<sup>26</sup>. The majority of staff belong to the Luhya community at 47.3%. It has complied with CGA.

**Table 135:** Ethnic balance among staff of Trans Nzoia County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1   | Luhya        | 768    | 47.3       |
| 2   | Kalenjin     | 401    | 24.7       |
| 3   | Kikuyu       | 151    | 9.3        |

<sup>26</sup> Trans Nzoia County submitted the data of its staff on 17<sup>th</sup> April 2015.

|    |              |              |            |
|----|--------------|--------------|------------|
| 4  | Kisii        | 117          | 7.2        |
| 5  | Luo          | 81           | 5.0        |
| 6  | Teso         | 31           | 1.9        |
| 7  | Kamba        | 14           | 0.9        |
| 8  | Pokot        | 13           | 0.8        |
| 9  | Meru         | 12           | 0.7        |
| 10 | Turkana      | 12           | 0.7        |
| 11 | Mijikenda    | 7            | 0.4        |
| 12 | Kenyan Asian | 4            | 0.2        |
| 13 | Other Kenyan | 2            | 0.1        |
| 14 | Taita        | 2            | 0.1        |
| 15 | Bajun        | 1            | 0.1        |
| 16 | Borana       | 1            | 0.1        |
| 17 | Embu         | 1            | 0.1        |
| 18 | Foreigner    | 1            | 0.1        |
| 19 | Maasai       | 1            | 0.1        |
| 20 | Pokomo       | 1            | 0.1        |
| 22 | Somali       | 1            | 0.1        |
|    | <b>Total</b> | <b>1,622</b> | <b>100</b> |



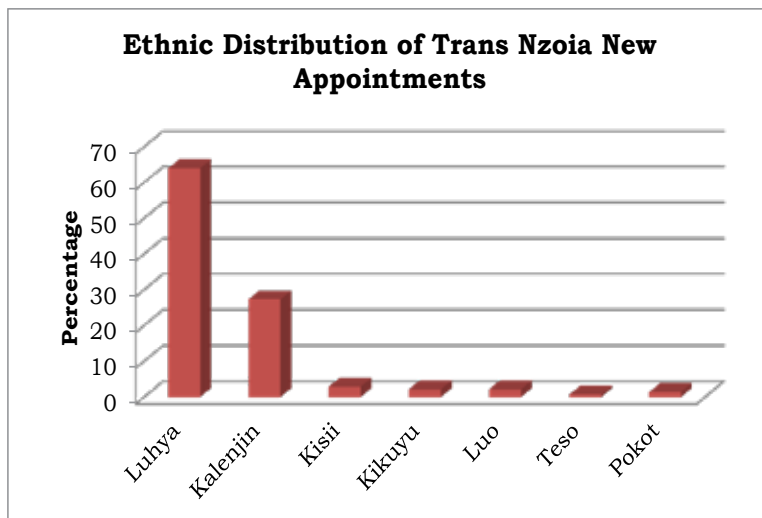
**Figure 51: Ethnic balance among staff of Trans Nzoia County**

### *New Appointments*

Trans Nzoia County has hired 139 staff with the majority coming from the Luhya community at 63.6%. The County has complied with the provisions of the CGA by according more than 30% of its vacancies to people from various ethnic groups.

**Table 136:** Ethnic Distribution in Trans Nzoia County's new appointments

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Luhya        | 89         | 63.6       |
| 2.  | Kalenjin     | 38         | 27.2       |
| 3.  | Kisii        | 4          | 2.9        |
| 4.  | Kikuyu       | 3          | 2.1        |
| 5.  | Luo          | 3          | 2.1        |
| 6.  | Pokot        | 2          | 0.7        |
| 7.  | Teso         | 1          | 1.4        |
|     | <b>Total</b> | <b>140</b> | <b>100</b> |



**Figure 52:** Ethnic Distribution in Trans Nzoia County's new appointments

### *County Assembly*

Trans Nzoia county assembly has 71 employees with the largest community being the Luhya at 50.7%. It has complied with the CGA.

**Table 137:** Ethnic distribution of Trans Nzoia county assembly staff

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Luhya        | 36        | 50.7       |
| 2.  | Kalenjin     | 22        | 31.0       |
| 3.  | Kikuyu       | 6         | 8.5        |
| 4.  | Kisii        | 5         | 7.0        |
| 5.  | Luo          | 1         | 1.4        |
| 6.  | Teso         | 1         | 1.4        |
|     | <b>Total</b> | <b>71</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB has seven members from two ethnic groups as shown in the table below. It is skewed with Luhya occupying five posts and only two going to the Kalenjin.

**Table 138:** Ethnic Diversity of the CPSB of Trans Nzoia County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Luhya        | 5        | 71.4       |
| 2   | Kalenjin     | 2        | 28.6       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

#### *County Executive Committee*

On the other hand, the CEC has nine members from four ethnic groups. Its composition is fair as indicated in the table below:

**Table 139:** Ethnic Representation in the CEC of Trans Nzoia County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1   | Luhya        | 5        | 55.6       |
| 2   | Kalenji      | 2        | 22.2       |
| 3   | Kikuyu       | 1        | 11.1       |
| 4   | Turkana      | 1        | 11.1       |
|     | <b>Total</b> | <b>9</b> | <b>100</b> |

## **4.27 Uasin Gishu County**

### *Introduction*

Uasin Gishu County is a cosmopolitan county bordering Kericho County to the south, Nandi to the south west, Bungoma to the west, and Trans Nzoia to the north. Other counties sharing borders with Uasin Gishu are Elgeyo Marakwet

to the east and Baringo to the South East. The County has six constituencies - Soy, Turbo, Kapseret, Kesses Ainabkoi and Moiben.

27

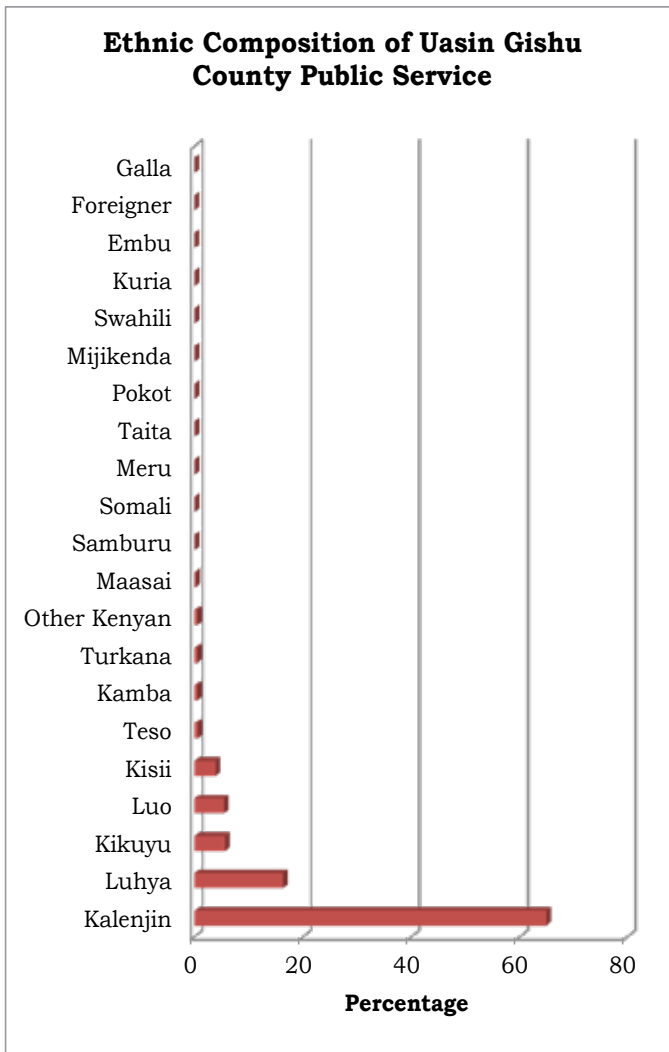
#### *General County Public Service*

The County has 2,599 members of staff in its county public service. The majority come from the Kalenjin community comprising 64.9% of the total workforce. It complies with CGA since Kalenjin the largest group at 64.9%.

**Table 140:** Ethnic Composition of staff in Uasin Gishu County

| No. | Ethnic Group | Number      | Percentage |
|-----|--------------|-------------|------------|
| 1.  | Kalenjin     | 1688        | 64.9       |
| 2.  | Luhya        | 424         | 16.4       |
| 3.  | Kikuyu       | 149         | 5.7        |
| 4.  | Luo          | 141         | 5.3        |
| 5.  | Kisii        | 102         | 3.8        |
| 6.  | Teso         | 16          | 0.7        |
| 7.  | Turkana      | 14          | 0.6        |
| 8.  | Kamba        | 13          | 0.49       |
| 9.  | Other Kenyan | 13          | 0.49       |
| 10. | Maasai       | 7           | 0.3        |
| 11. | Samburu      | 5           | 0.2        |
| 12. | Somali       | 5           | 0.2        |
| 13. | Meru         | 5           | 0.2        |
| 14. | Taita        | 4           | 0.2        |
| 15. | Pokot        | 3           | 0.1        |
| 16. | Mijikenda    | 3           | 0.1        |
| 17. | Swahili      | 2           | 0.1        |
| 18. | Kuria        | 2           | 0.1        |
| 19. | Embu         | 1           | 0.04       |
| 20. | Foreigner    | 1           | 0.04       |
| 21. | Galla        | 1           | 0.04       |
|     | <b>Total</b> | <b>2599</b> | <b>100</b> |

<sup>27</sup> Uasin Gishu County submitted its data early 2015.



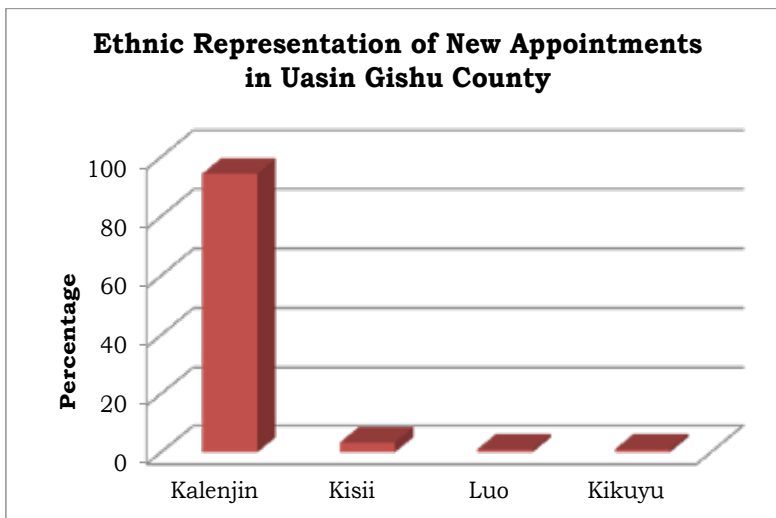
**Figure 53: Ethnic Composition of staff in Uasin Gishu County**

### *New Appointments*

The County had hired 89 people as at the date of submission of data. 94.4% of these recruitments went to the Kalenjin. This contravenes the principle of representation of diversity in the public service espoused in the Constitution and section 65 of the CGA.

**Table 141:** Ethnic Distribution among new appointments in Uasin Gishu County

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 84        | 94.4       |
| 2.  | Kisii        | 3         | 3.4        |
| 3.  | Luo          | 1         | 1.1        |
| 4.  | Kikuyu       | 1         | 1.1        |
|     | <b>Total</b> | <b>89</b> | <b>100</b> |

**Figure 54:** Ethnic Distribution among new appointments in Uasin Gishu County*County Assembly's Public Service*

Uasin Gishu County assembly has 85 employees with the largest ethnic group being Kalenjin at 83.5%. It contravenes the CGA.

**Table 142:** Uasin Gishu County Assembly Staff Ethnic Distribution

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 71        | 83.5       |
| 2.  | Luhya        | 7         | 8.2        |
| 3.  | Kisii        | 3         | 3.5        |
| 4.  | Foreigner    | 1         | 1.2        |
| 5.  | Kikuyu       | 1         | 1.2        |
| 6.  | Teso         | 1         | 1.2        |
| 7.  | Turkana      | 1         | 1.2        |
|     | <b>Total</b> | <b>85</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Uasin Gishu County has seven members from two ethnic groups as shown in the table below. It is skewed towards the Kalenjin community who occupy six positions as shown below:

**Table 143:** Ethnic profiling in the CPSB of Uasin Gishu County

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kalenjin            | 6             | 85.7              |
| 2. | Turkana             | 1             | 14.3              |
|    | <b>Total</b>        | <b>7</b>      | <b>100</b>        |

*County Executive Committee*

The CEC in this County has eight members. They belong to two ethnic groups. It is skewed towards Kalenjin community as they occupy seven positions as shown in the table below.

**Table 144:** Ethnic Representation in the CEC of Uasin Gishu County

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kalenjin            | 7             | 87.5              |
| 2.         | Kikuyu              | 1             | 12.5              |
|            | <b>Total</b>        | <b>8</b>      | <b>100</b>        |

**4.28 Elgeyo Marakwet***Introduction*

Elgeyo Marakwet County borders West Pokot County to the North, Baringo County to the East, Trans Nzoia County to the Northwest and Uasin Gishu County to the West. Administratively, the county is divided into four sub-counties, namely: Marakwet East, Marakwet West, Keiyo South and Keiyo North. The county's total population is 370,712 (2009 National Population and Housing Census).

*General County Public Service*

The county has 1850 members of staff<sup>28</sup>. The majority belong to the Kalenjin community at 93%. It has contravened CGA

**Table 145:** Ethnic Diversity in Elgeyo Marakwet County's Public Service

<sup>28</sup> Elgeyo Marakwet County submitted its data early 2015.

| No. | Ethnic Group | Number      | Percentage |
|-----|--------------|-------------|------------|
| 1.  | Kalenjin     | 1723        | 93         |
| 2.  | Luhya        | 45          | 2.3        |
| 3.  | Luo          | 23          | 1.2        |
| 4.  | Kisii        | 20          | 1.1        |
| 5.  | Kikuyu       | 18          | 1.0        |
| 6.  | Kamba        | 4           | 0.2        |
| 7.  | Meru         | 4           | 0.2        |
| 8.  | Teso         | 3           | 0.2        |
| 9.  | Taita        | 3           | 0.2        |
| 10. | Turkana      | 2           | 0.1        |
| 11. | Embu         | 1           | 0.1        |
| 12. | Maasai       | 1           | 0.1        |
| 13. | Mijikenda    | 1           | 0.1        |
| 14. | Pokot        | 1           | 0.1        |
| 15. | Other Kenyan | 1           | 0.1        |
|     | <b>Total</b> | <b>1850</b> | <b>100</b> |

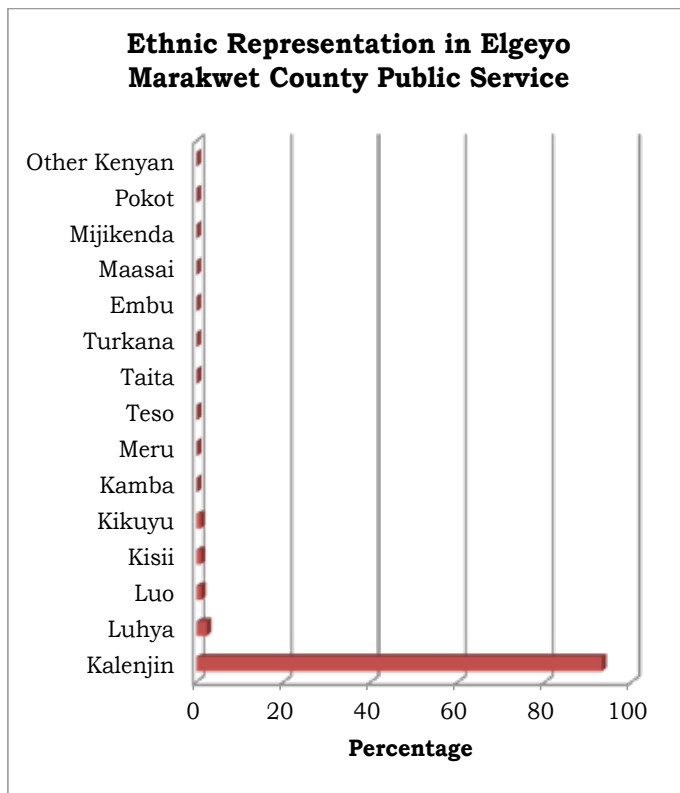


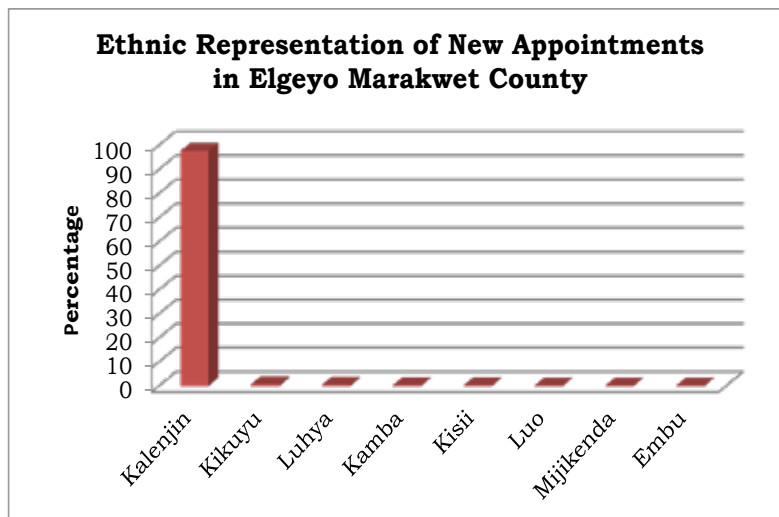
Figure 55: Ethnic Diversity in Elgeyo Marakwet County’s public service

### *New Appointments*

There were 583 appointments made after the inception of county. 97.6% of these appointments were given to candidates from the Kalenjin community thereby breaching the provision of section 65 of the CGA.

**Table 146:** Ethnic Balancing in new appointments made by the Elgeyo Marakwet County

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kalenjin            | 569           | 97.6              |
| 2. | Kikuyu              | 4             | 0.7               |
| 3. | Luhya               | 3             | 0.5               |
| 4. | Kamba               | 2             | 0.3               |
| 5. | Kisii               | 2             | 0.3               |
| 6. | Luo                 | 1             | 0.2               |
| 7. | Mijikenda           | 1             | 0.2               |
| 8. | Embu                | 1             | 0.2               |
|    | <b>Total</b>        | <b>583</b>    | <b>100</b>        |



**Figure 56:** Ethnic Balance in new appointments made by the Elgeyo Marakwet County

### *County Assembly employees*

Elgeyo Marakwet county assembly has 61 employees with the largest ethnic group being Kalenjin at 95.1%. It has contravened CGA.

**Table 147:** Ethnic representation of Elgeyo Marakwet county assembly staff

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 58        | 95.1       |
| 2.  | Luhya        | 2         | 3.3        |
| 3.  | Kikuyu       | 1         | 1.6        |
|     | <b>Total</b> | <b>61</b> | <b>100</b> |

*County Public Service Board*

The CPSB of the County is made up of seven members from the Kalenjin community. It is mono-ethnic.

**Table 148: Ethnic Profiling in Elgeyo Marakwet's CPSB**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 7      | 100        |

*County Executive Committee*

Similarly, members of the CEC are all from the Kalenjin community. It is mono-ethnic as shown in the table below.

**Table 148:** Ethnic composition of the CEC in Elgeyo Marakwet County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 8      | 100        |

**4.29 Nandi County***Introduction*

Nandi County is located in the defunct Rift Valley province with its capital in Kapsabet. It is home to 752,965 people, according to the 2009 National Census. The majority of people in the county are Nandi, a sub-group of the Kalenjin tribe of Kenya. Nandi County is divided into six administrative sub counties namely: Nandi North, Nandi East, Nandi Central, Nandi South and Tinderet.

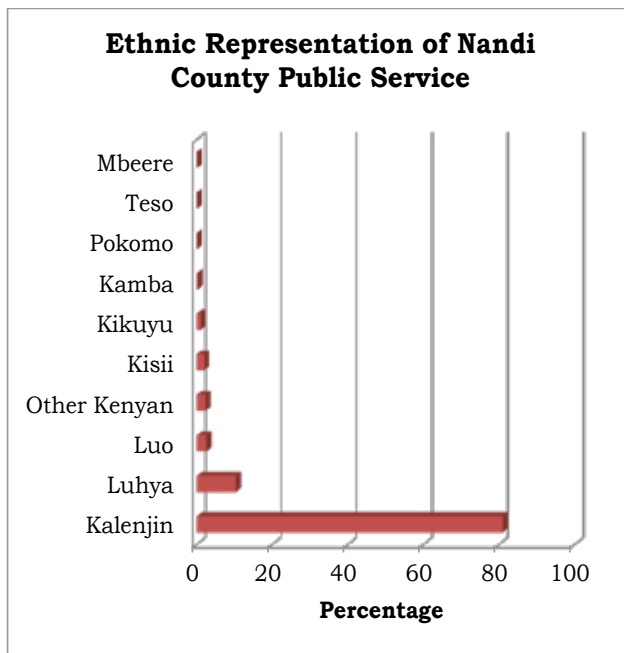
*General County Public Service*

The County has 1,129 Member of staff in its county public service<sup>29</sup>. The majority belong to the Kalenjin community at 81%. It has contravened CGA.

<sup>29</sup> Nandi County submitted its data early 2015.

**Table 149:** Ethnic composition of staff in Nandi County

| No. | Ethnic Group | Total       | Percentage |
|-----|--------------|-------------|------------|
| 1.  | Kalenjin     | 915         | 81.0       |
| 2.  | Luhya        | 117         | 10.4       |
| 3.  | Luo          | 29          | 2.6        |
| 4.  | Other Kenyan | 27          | 2.4        |
| 5.  | Kisii        | 23          | 2.0        |
| 6.  | Kikuyu       | 12          | 1.0        |
| 7.  | Kamba        | 3           | 0.3        |
| 8.  | Pokomo       | 1           | 0.1        |
| 9.  | Teso         | 1           | 0.1        |
| 10. | Mbeere       | 1           | 0.1        |
|     | <b>Total</b> | <b>1129</b> | <b>100</b> |

**Figure 57:** Ethnic composition of staff in Nandi County

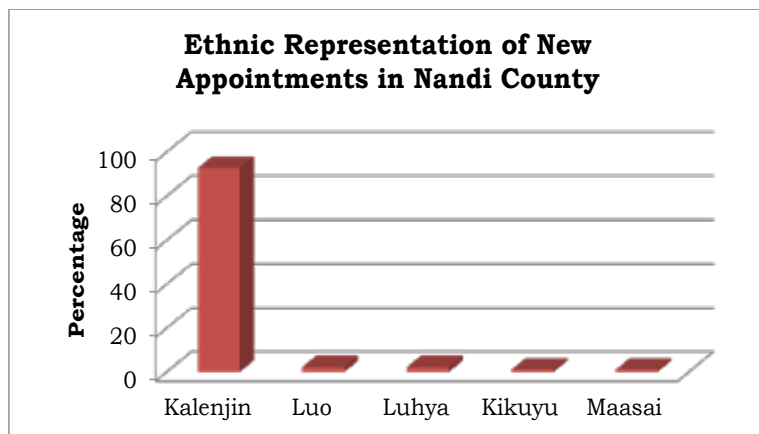
### *New Appointments*

The County had made 85 new recruitments as at the date of submission. Most of the slots (92.8%) were taken up by the Kalenjin. This is in breach of the provisions of the CGA which requires that at least 30% of the posts at entry level be filled by candidates not from the dominant ethnic community.

**Table 150:** Ethnic Diversity among the new appointments in Nandi County

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 79        | 92.8       |
| 2.  | Luo          | 2         | 2.4        |
| 3.  | Luhya        | 2         | 2.4        |
| 4.  | Kikuyu       | 1         | 1.2        |
| 5.  | Maasai       | 1         | 1.2        |
|     | <b>Total</b> | <b>85</b> | <b>100</b> |

\*All the Kalenjins belong to the Nandi sub group.



**Figure 58:** Ethnic Diversity among the new appointments in Nandi County

### *County Assembly employees*

Nandi County assembly has 65 employees who are all from the Kalenjin community. It is mono-ethnic

**Table 151:** Ethnic distribution of Nandi County Assembly staff

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 65     | 100        |

*County Public Service Board*

The CPSB in Nandi County has seven members who belong to the Kalenjin community

**Table 152:** Ethnic Affiliation of the CPSB members in Nandi County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 7      | 100        |

*County Executive Committee*

Similarly, all the eight members of the CEC are from the Kalenjin community. It is mono-ethnic.

**Table 153:** Ethnic profile of the CEC in Nandi County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 8      | 100        |

**4.30 Baringo County***Introduction*

Baringo County is located in the former Rift Valley Province with its capital in Kabarnet. It has six Constituencies including, Baringo Central, Baringo South, Eldama Ravine, Mogotio, Tiaty and Baringo North.

*General County Public Service*

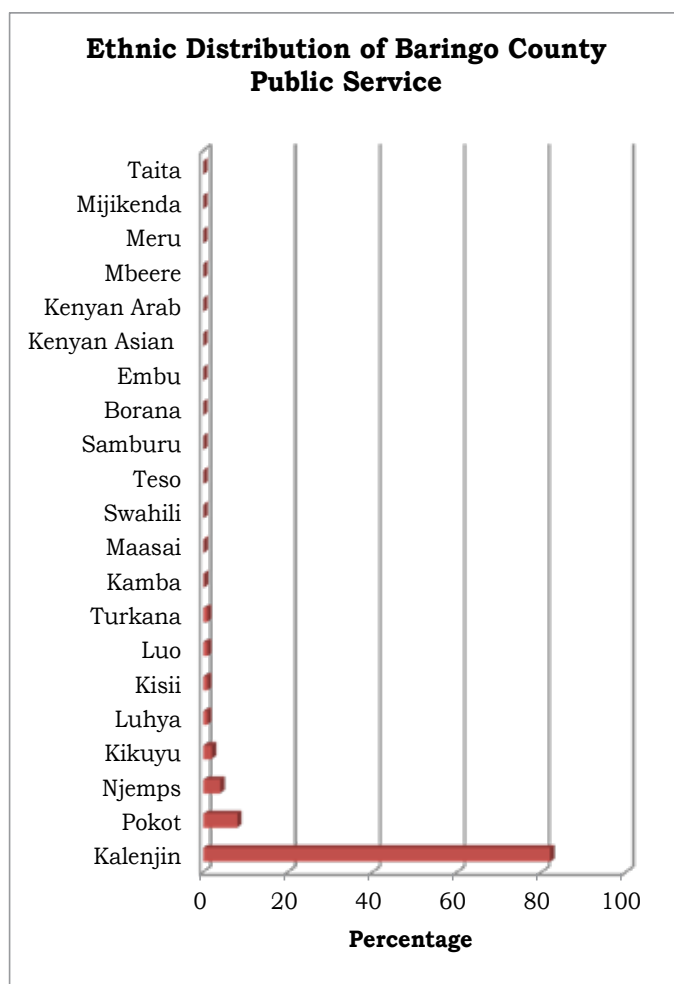
The County has 4,056 members of staff in its county public service<sup>30</sup>. The county has contravened the CGA with 81.5% of the largest community from the Kalenjin

**Table 154:** Ethnic Representation in the county public service of Baringo County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 3305   | 81.5       |
| 2.  | Pokot        | 325    | 8.0        |
| 3.  | Njemps       | 175    | 4.3        |
| 4.  | Kikuyu       | 78     | 1.9        |
| 5.  | Luhya        | 52     | 1.3        |
| 6.  | Kisii        | 32     | 0.8        |

<sup>30</sup> Baringo County submitted its data on 2<sup>nd</sup> April 2015.

|     |                 |             |            |
|-----|-----------------|-------------|------------|
| 7.  | Luo             | 26          | 0.6        |
| 8.  | Turkana         | 26          | 0.6        |
| 9.  | Kamba           | 12          | 0.4        |
| 10. | Maasai          | 8           | 0.2        |
| 11. | Swahili         | 4           | 0.1        |
| 12. | Teso            | 3           | 0.1        |
| 13. | Samburu         | 2           | 0.04       |
| 14. | Borana          | 1           | 0.02       |
| 15. | Embu            | 1           | 0.02       |
| 16. | Kenyan<br>Asian | 1           | 0.02       |
| 17. | Kenyan<br>Arab  | 1           | 0.02       |
| 18. | Mbeere          | 1           | 0.02       |
| 19. | Meru            | 1           | 0.02       |
| 20. | Mijikenda       | 1           | 0.02       |
| 21. | Taita           | 1           | 0.02       |
|     | <b>Total</b>    | <b>4056</b> | <b>100</b> |



**Figure 59: Ethnic Representation in the county public service of Baringo County**

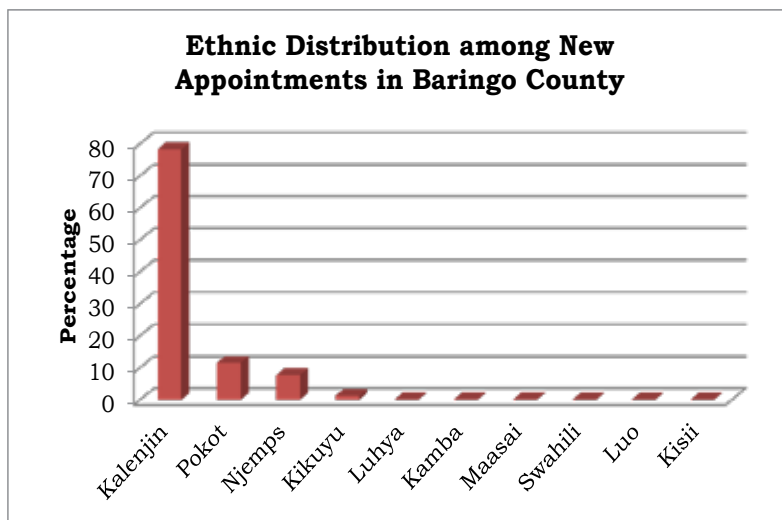
### *New Appointments*

Baringo County has employed 1927 members of staff since the inception of the County. 78.4% of the employees belong to the Kalenjin community. This is a breach of section 65 of the CGA because non-dominant communities were not accorded their legal threshold of at least 30%.

**Table 155: Ethnic Diversity among staff employed after 2013 in Baringo County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kalenjin            | 1510          | 78.4              |
| 2. | Pokot               | 224           | 11.6              |
| 3. | Njemps              | 151           | 7.8               |

|     |              |             |            |
|-----|--------------|-------------|------------|
| 4.  | Kikuyu       | 25          | 1.3        |
| 5.  | Luhya        | 4           | 0.2        |
| 6.  | Kamba        | 4           | 0.2        |
| 7.  | Maasai       | 3           | 0.2        |
| 8.  | Swahili      | 2           | 0.1        |
| 9.  | Luo          | 2           | 0.1        |
| 10. | Kisii        | 2           | 0.1        |
|     | <b>Total</b> | <b>1927</b> | <b>100</b> |



**Figure 60: Ethnic distribution of Baringo county new Appointment**

#### *County Assembly Staff*

Baringo County assembly has 91 employees with the largest ethnic group being Kalenjin at 81.3%.It has contravened CGA.

**Table 156:** Ethnic distribution of Baringo County assembly general staff

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 74        | 81.3       |
| 2.  | Pokot        | 10        | 11.0       |
| 3.  | Njemps       | 5         | 5.5        |
| 4.  | Kikuyu       | 1         | 1.1        |
| 5.  | Luhya        | 1         | 1.1        |
|     | <b>Total</b> | <b>91</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Baringo County has six members drawn from three ethnic groups as indicated in the table below. It is skewed towards Kalenjin community who occupy four positions.

**Table 157:** Ethnic diversity of the CPSB in Baringo County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Kalenjin     | 4        | 66.6       |
| 2.  | Pokot        | 1        | 16.7       |
| 3.  | Njemps       | 1        | 16.7       |
|     | <b>Total</b> | <b>6</b> | <b>100</b> |

*County Executive Committee*

The CEC of Baringo County has ten members. It is skewed towards the Kalenjin community, who occupy seven posts.

**Table 158:** Ethnic Distribution within the CEC of Baringo County

| No. | Ethnic Group | Number    | Percentage   |
|-----|--------------|-----------|--------------|
| 1.  | Kalenjin     | 7         | 70.0         |
| 2.  | Pokot        | 2         | 20.0         |
| 3.  | Njemps       | 1         | 10.0         |
|     | <b>Total</b> | <b>10</b> | <b>100.0</b> |

**4.31 Laikipia County***Introduction*

Laikipia County is located on the Equator in the former Rift Valley Province of the country. It borders Samburu County to the North, Isiolo County to the Northeast, Meru County to the South, Nyeri to the South, Nyandarua County to the Southwest, and Baringo County to the West. Laikipia County hosts approximately 399,227 people.

It has five administrative sub-counties namely: Laikipia East; Laikipia North; Laikipia Central; Laikipia West; and Nyahururu.

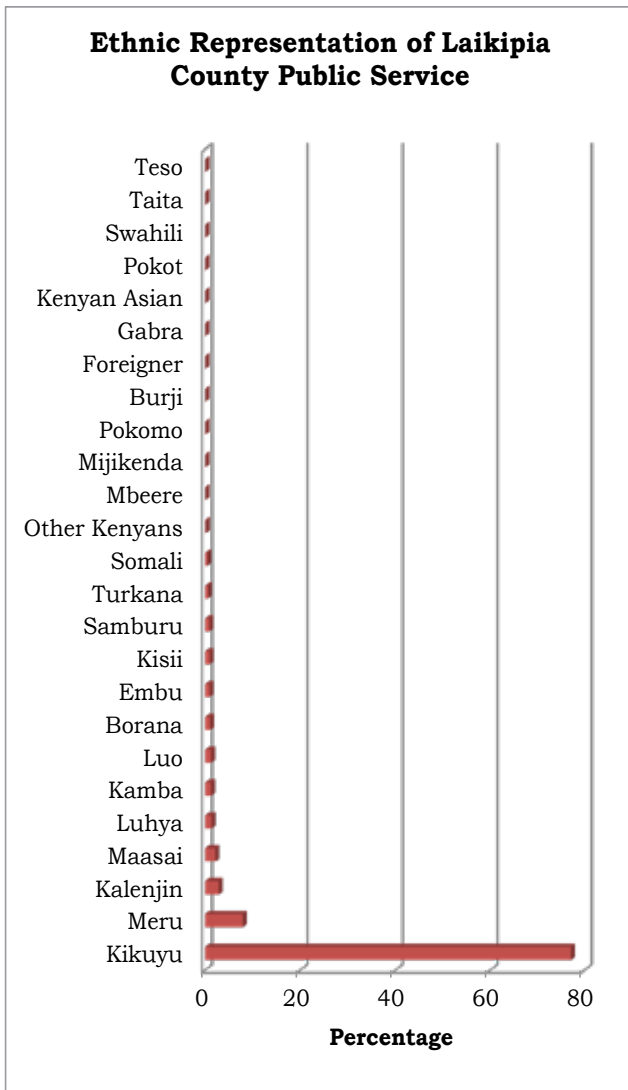
*General County Public Service*

Laikipia County has 1,770 county public servants<sup>31</sup>. Majority of them are from the Kikuyu community comprising 77.1% of the general workforce. It has contravened the CGA

**Table 159:** Ethnic Balance among all Staff in Laikipia County public service

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Kikuyu              | 1364          | 77.1              |
| 2  | Meru                | 139           | 7.8               |
| 3  | Kalenjin            | 52            | 2.9               |
| 4  | Maasai              | 39            | 2.2               |
| 5  | Luhya               | 25            | 1.4               |
| 6  | Kamba               | 23            | 1.3               |
| 7  | Luo                 | 23            | 1.3               |
| 8  | Borana              | 19            | 1.1               |
| 9  | Embu                | 17            | 1.0               |
| 10 | Kisii               | 17            | 1.0               |
| 11 | Samburu             | 16            | 0.9               |
| 12 | Turkana             | 11            | 0.6               |
| 13 | Somali              | 8             | 0.5               |
| 14 | Other Kenyans       | 3             | 0.2               |
| 15 | Mbeere              | 2             | 0.1               |
| 16 | Mijikenda           | 2             | 0.1               |
| 17 | Pokomo              | 2             | 0.1               |
| 18 | Burji               | 1             | 0.05              |
| 19 | Foreigner           | 1             | 0.05              |
| 20 | Gabra               | 1             | 0.05              |
| 21 | Kenyan Asian        | 1             | 0.05              |
| 22 | Pokot               | 1             | 0.05              |
| 23 | Swahili             | 1             | 0.05              |
| 24 | Taita               | 1             | 0.05              |
| 25 | Teso                | 1             | 0.05              |
|    | <b>Total</b>        | <b>1770</b>   | <b>100</b>        |

<sup>31</sup> Laikipia County submitted data on 10<sup>th</sup> April 2015.



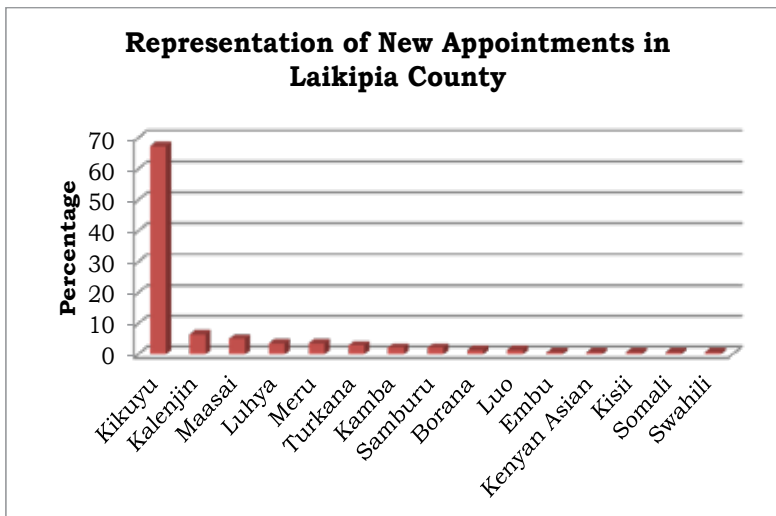
**Figure 61: Ethnic Balance among all Staff in Laikipia County public service**

*New Appointments*

Laikipia County has hired 138 staff since its inception. The recruitments comply with the laws on representation of diversity because they have accorded more than 30% of the posts to non-dominant ethnic groups. The largest ethnic group is Kikuyu at 67.4%.

**Table 160:** Ethnic profile of the new recruitments in Laikipia County

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1   | Kikuyu       | 93         | 67.4       |
| 2   | Kalenjin     | 9          | 6.5        |
| 3   | Maasai       | 7          | 5.2        |
| 4   | Luhya        | 5          | 3.6        |
| 5   | Meru         | 5          | 3.6        |
| 6   | Turkana      | 4          | 3.0        |
| 7   | Kamba        | 3          | 2.2        |
| 8   | Samburu      | 3          | 2.2        |
| 9   | Borana       | 2          | 1.4        |
| 10  | Luo          | 2          | 1.4        |
| 11  | Embu         | 1          | 0.7        |
| 12  | Kenyan Asian | 1          | 0.7        |
| 13  | Kisii        | 1          | 0.7        |
| 14  | Somali       | 1          | 0.7        |
| 15  | Swahili      | 1          | 0.7        |
|     | <b>Total</b> | <b>138</b> | <b>100</b> |

**Figure 62:** Ethnic profile of the new recruitments in Laikipia County

*County Assembly employees*

Laikipia County has a total of 74 employees. It has complied with the CGA, with the Kikuyu being the largest group at 63.5% as shown in the table below:

**Table 161:** Ethnic distribution of Laikipia county assembly staff

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 47        | 63.5       |
| 2.  | Maasai       | 10        | 13.4       |
| 3.  | Meru         | 9         | 12.1       |
| 4.  | Kalenjin     | 2         | 2.7        |
| 5.  | Samburu      | 2         | 2.7        |
| 6.  | Embu         | 1         | 1.4        |
| 7.  | Luhya        | 1         | 1.4        |
| 8.  | Luo          | 1         | 1.4        |
| 9.  | Turkana      | 1         | 1.4        |
|     | <b>Total</b> | <b>74</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Laikipia County has seven members drawn from three ethnic groups. It complies with the CGA, with the Kikuyu as largest group at 57.1% as shown in the table below:

**Table 162:** Ethnic Balance within the CPSB of Laikipia County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Kikuyu       | 4        | 57.1       |
| 2.  | Maasai       | 2        | 28.6       |
| 3.  | Borana       | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee*

The CEC of the County has 10 employees belonging to four different ethnicities as shown in the table below:

**Table 163:** Ethnic Representation among the CEC of Laikipia County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kikuyu       | 6      | 60.0       |

|    |              |           |            |
|----|--------------|-----------|------------|
| 2. | Maasai       | 2         | 20.0       |
| 3. | Kalenjin     | 1         | 10.0       |
| 4. | Turkana      | 1         | 10.0       |
|    | <b>Total</b> | <b>10</b> | <b>100</b> |

### 4.32 Nakuru County

#### *Introduction*

Nakuru County is located in the Central Rift region of Kenya. It hosts a population of 1,603,325 (2009 census). Nakuru County has the following sub counties; Molo, Naivasha, Kuresoi South, Kuresoi North, Subukia, Rongai, Bahati, Nakuru Town West, Nakuru Town East, Njoro and Gilgil.

#### *General County Public Service*

The county has 5,409 county public servants<sup>32</sup>. The majority of employees come from the Kikuyu community at 48.4% hence it has complied with CGA.

**Table 164:** Ethnic Diversity among all staff of Nakuru County

| No. | Ethnic Group | Total | Percentage |
|-----|--------------|-------|------------|
| 1   | Kikuyu       | 2643  | 48.4       |
| 2   | Kalenjin     | 1071  | 20.4       |
| 3   | Kisii        | 506   | 9.0        |
| 4   | Luhya        | 448   | 8.2        |
| 5   | Luo          | 350   | 6.0        |
| 6   | Kamba        | 137   | 2.3        |
| 7   | Meru         | 57    | 1.3        |
| 8   | Maasai       | 40    | 1.0        |
| 9   | Embu         | 23    | 0.6        |
| 10  | Teso         | 21    | 0.5        |
| 11  | Taita        | 19    | 0.4        |
| 12  | Samburu      | 12    | 0.3        |
| 13  | Other Kenyan | 11    | 0.2        |
| 14  | Somali       | 11    | 0.2        |
| 15  | Borana       | 9     | 0.2        |
| 16  | Mijikenda    | 7     | 0.1        |
| 17  | Mbeere       | 6     | 0.1        |
| 18  | Pokot        | 5     | 0.1        |

<sup>32</sup> Nakuru County submitted the data of its staff on 17<sup>th</sup> April 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 19 | Kuria        | 5           | 0.1        |
| 20 | Turkana      | 5           | 0.1        |
| 21 | Foreigner    | 5           | 0.1        |
| 22 | Kenyan Asian | 4           | 0.1        |
| 23 | Swahili      | 3           | 0.1        |
| 24 | Suba         | 3           | 0.1        |
| 25 | Pokomo       | 2           | 0.04       |
| 26 | Bajun        | 1           | 0.01       |
| 27 | Njemps       | 1           | 0.01       |
| 28 | Gabra        | 1           | 0.01       |
| 29 | Sakuye       | 1           | 0.01       |
| 30 | Somali       | 1           | 0.01       |
| 31 | Kenyan Arab  | 1           | 0.01       |
|    | <b>Total</b> | <b>5409</b> | <b>100</b> |

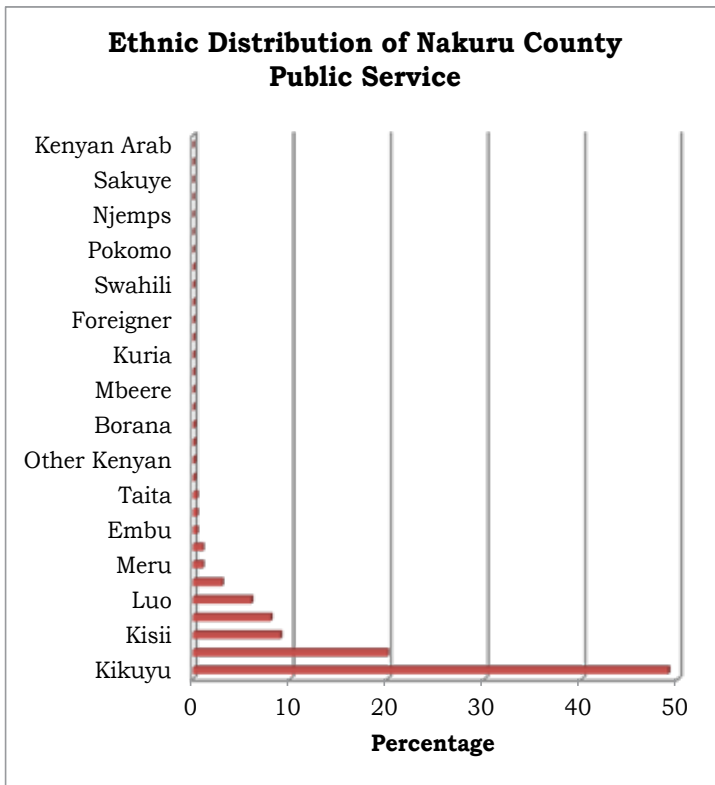


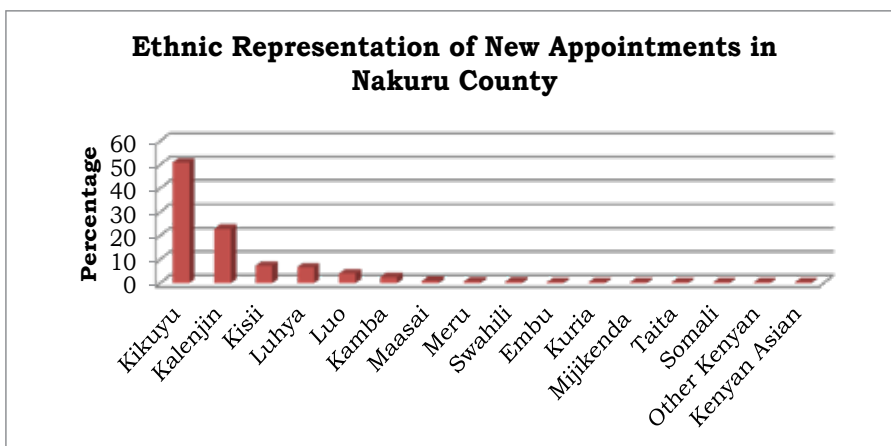
Figure 63: Ethnic distribution of Nakuru County employees

*New Appointments*

The County has employed 269 members of staff since its inception. 50.9% of these recruitments have been given to the Kikuyu. Nakuru County is in compliance with the laws that require representation of diversity.

**Table 165:** Ethnic Distribution in the new appointments of Nakuru County

| No. | Ethnic Group  | Number     | Percentage |
|-----|---------------|------------|------------|
| 1   | Kikuyu        | 137        | 50.9       |
| 2   | Kalenjin      | 62         | 23.0       |
| 3   | Kisii         | 20         | 7.4        |
| 4   | Luhya         | 18         | 6.7        |
| 5   | Luo           | 11         | 4.1        |
| 6   | Kamba         | 7          | 2.6        |
| 7   | Maasai        | 3          | 1.1        |
| 8   | Meru          | 2          | 0.7        |
| 9   | Swahili       | 2          | 0.7        |
| 10  | Embu          | 1          | 0.4        |
| 11  | Kuria         | 1          | 0.4        |
| 12  | Mijikenda     | 1          | 0.4        |
| 13  | Taita         | 1          | 0.4        |
| 14  | Somali        | 1          | 0.4        |
| 15  | Other Kenyan  | 1          | 0.4        |
| 16  | Kenyan Asian  | 1          | 0.4        |
|     | <b>Totals</b> | <b>269</b> | <b>100</b> |



**Figure 64:** Ethnic Distribution in the new appointments of Nakuru County

*County assembly employees*

The Nakuru County Assembly complies with the CGA, as the largest community, the Kikuyu, take up 57% of the posts.

**Table 166:** Ethnic representation of Nakuru county assembly employees

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kikuyu       | 45        | 57.0       |
| 2.  | Kalenjin     | 19        | 24.1       |
| 3.  | Kamba        | 4         | 5.1        |
| 4.  | Luhya        | 3         | 3.6        |
| 5.  | Kisii        | 2         | 2.5        |
| 6.  | Taita        | 2         | 2.5        |
| 7.  | Luo          | 1         | 1.3        |
| 8.  | Maasai       | 1         | 1.3        |
| 9.  | Meru         | 1         | 1.3        |
| 10. | Teso         | 1         | 1.3        |
|     | <b>Total</b> | <b>79</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Nakuru County has twelve members .It has complied with CGA as shown in the table below:

**Table 167:** Ethnic Diversity in the CPSB of Nakuru County

|    | Ethnic Group | Number    | Percentage |
|----|--------------|-----------|------------|
| 1. | Kikuyu       | 5         | 41.7       |
| 2. | Kalenjin     | 2         | 16.7       |
| 3. | Luyha        | 2         | 16.7       |
| 4. | Luo          | 1         | 8.3        |
| 5. | Taita        | 1         | 8.3        |
| 6. | Meru         | 1         | 8.3        |
|    | <b>Total</b> | <b>12</b> | <b>100</b> |

*County Executive Committee*

The CEC of Nakuru County has ten members. It is diverse. Their representation is shown in the table below.

**Table 168:** Ethnic Representation of the CEC of Nakuru County

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kikuyu              | 5             | 50.0              |
| 2. | Kalenjin            | 4             | 40.0              |
| 3. | Kamba               | 1             | 10.0              |
|    | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

### 4.33 Narok County

#### *Introduction*

Narok County is situated in Kenya along the Great Rift Valley. It has a population of 850,920. It constitutes six sub-counties namely: Kilgoris, Narok North, Narok South, Narok East, Narok West and Emurua Dikirr.

#### *General County Public Service*

The county has 2,562 members of staff in its county public service<sup>33</sup>. It has complied with the CGA, as the Maasai, being the largest at 66.0%

**Table 169:** Ethnic Representation in Narok County public service

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Maasai              | 1692          | 66.0              |
| 2.         | Kalenjin            | 390           | 15.9              |
| 3.         | Kikuyu              | 176           | 6.7               |
| 4.         | Kisii               | 110           | 4.2               |
| 5.         | Luhya               | 62            | 2.3               |
| 6.         | Luo                 | 47            | 1.6               |
| 7.         | Kamba               | 31            | 1.2               |
| 8.         | Meru                | 13            | 0.5               |
| 9.         | Samburu             | 7             | 0.3               |
| 10.        | Somali              | 5             | 0.3               |
| 11.        | Teso                | 4             | 0.1               |
| 12.        | Kuria               | 3             | 0.1               |
| 13.        | Mijikenda           | 3             | 0.1               |
| 14.        | Turkana             | 3             | 0.1               |

<sup>33</sup> Narok County submitted its data in early 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 15 | Embu         | 2           | 0.08       |
| 16 | Njemps       | 2           | 0.08       |
| 17 | Other Kenyan | 2           | 0.08       |
| 18 | Pokot        | 2           | 0.08       |
| 19 | Taita        | 2           | 0.08       |
| 20 | Suba         | 1           | 0.04       |
| 21 | Kenyan Asian | 1           | 0.04       |
| 22 | Kenyan Arab  | 1           | 0.04       |
| 23 | Mbeere       | 1           | 0.04       |
| 24 | Taveta       | 1           | 0.04       |
|    | <b>Total</b> | <b>2562</b> | <b>100</b> |

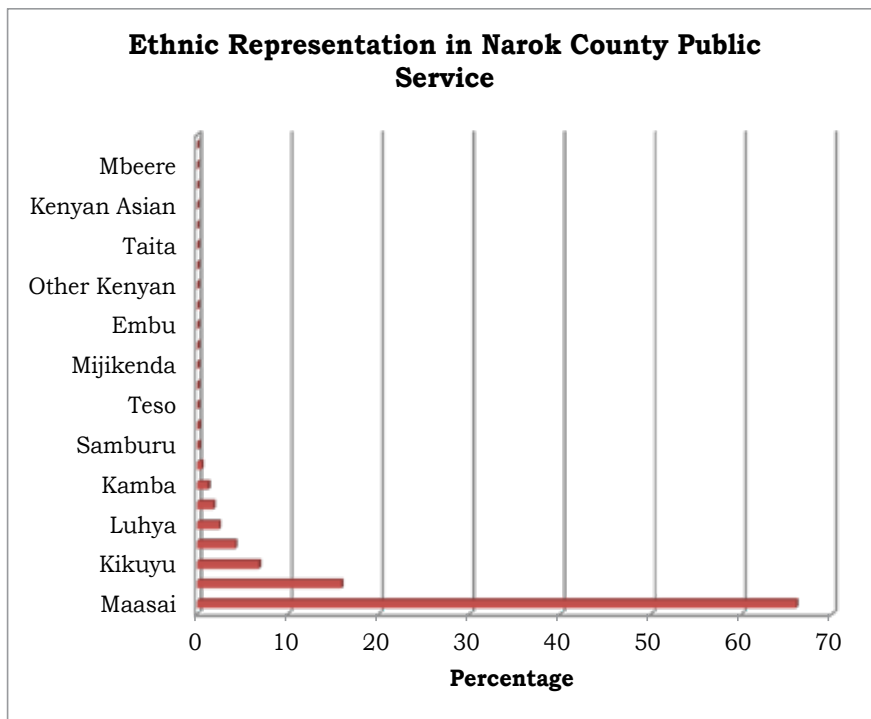


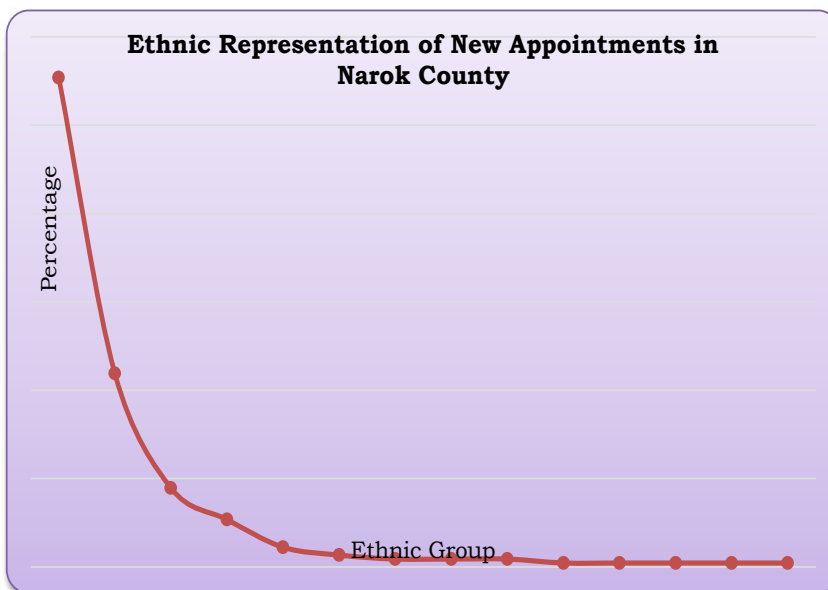
Figure 65: Ethnic Representation in Narok County public service

### New Appointments

The County has employed 224 staff since its inception. The staffing observes the legal requirement espoused in section 65 of the CGA with the Maasai being the largest community at 55.6%.

**Table 170:** Ethnic Distribution in Narok County's new recruitments

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Maasai       | 124        | 55.6       |
| 2.  | Kalenjin     | 49         | 21.9       |
| 3.  | Kikuyu       | 20         | 8.9        |
| 4.  | Kisii        | 12         | 5.5        |
| 5.  | Luhya        | 5          | 2.1        |
| 6.  | Luo          | 3          | 1.3        |
| 7.  | Kamba        | 2          | 0.9        |
| 8.  | Turkana      | 2          | 0.9        |
| 9.  | Other Kenyan | 2          | 0.9        |
| 10. | Meru         | 1          | 0.4        |
| 11. | Samburu      | 1          | 0.4        |
| 12. | Teso         | 1          | 0.4        |
| 13. | Taita        | 1          | 0.4        |
| 14. | Kenyan Arab  | 1          | 0.4        |
|     | <b>Total</b> | <b>224</b> | <b>100</b> |



**Figure 66:** Ethnic Distribution in Narok County's new recruitments

*County Assembly employees*

The Narok County assembly has 67 members of staff. It has contravened with the CGA, with the Maasai at 73.1% as shown below:

**Table 171:** Ethnic profiling of Narok county assembly staff

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Maasai       | 49        | 73.1       |
| 2.  | Kalenjin     | 8         | 11.9       |
| 3.  | Kikuyu       | 6         | 9.0        |
| 4.  | Luhya        | 2         | 3.0        |
| 5.  | Kamba        | 1         | 1.5        |
| 6.  | Kisii        | 1         | 1.5        |
|     | <b>Total</b> | <b>67</b> | <b>100</b> |

*County Public Service Board*

Narok County's public service board is made up of six members from three ethnic groups. It is skewed towards the Maasai, who occupy four positions as shown in the table below:

**Table 172:** Ethnic balance in the CPSB of Narok County

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Maasai       | 4        | 66.6       |
| 2.  | Kalenjin     | 1        | 16.7       |
| 3.  | Kikuyu       | 1        | 16.7       |
|     | <b>Total</b> | <b>6</b> | <b>100</b> |

*County Executive Committee*

The CEC in Narok has ten members. It is skewed towards Maasai community who occupy seven posts.

**Table 173:** Ethnic profile of the CEC in Narok County

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Maasai       | 7         | 70.0       |
| 2.  | Kalenjin     | 3         | 30.0       |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

### 4.34 Kajiado County

#### Introduction

Kajiado County is a county in the former Rift Valley Province of Kenya. It has a population of 687,312. The County borders Nairobi and extends to the Tanzania border further south.

#### General County Public Service

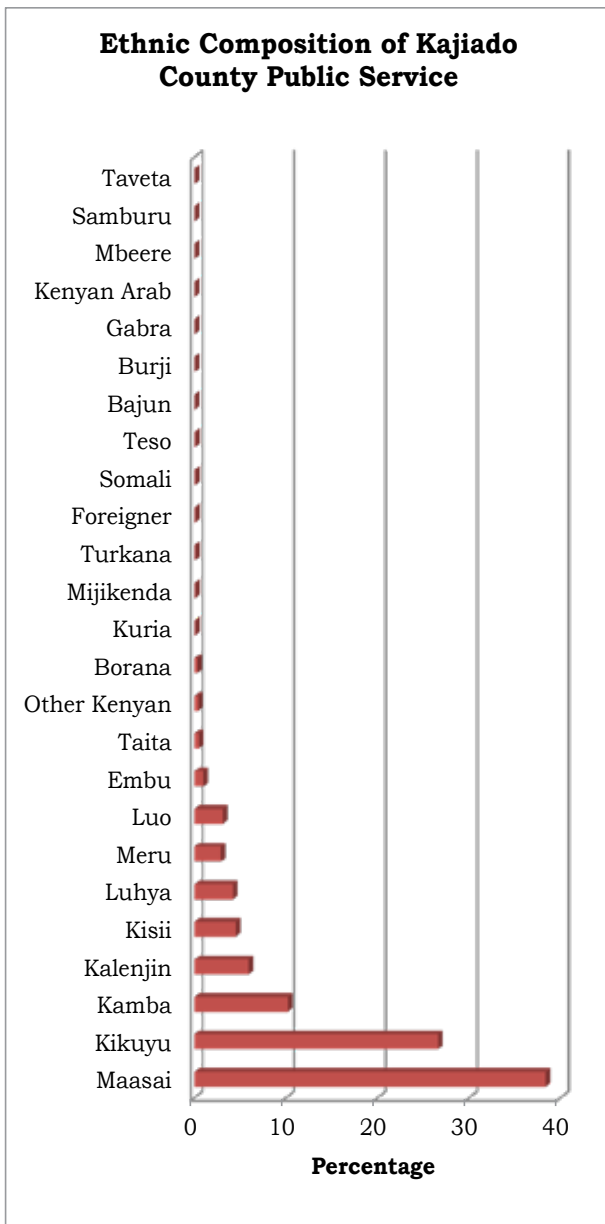
The county has 1,545 members of staff<sup>34</sup>. Majority of these employees belong to the Maasai community at 38.4% hence it has complied CGA.

**Table 174:** Ethnic Composition of Staff in Kajiado County

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Maasai       | 594    | 38.4       |
| 2.  | Kikuyu       | 411    | 26.6       |
| 3.  | Kamba        | 159    | 10.4       |
| 4.  | Kalenjin     | 92     | 5.8        |
| 5.  | Kisii        | 70     | 4.5        |
| 6.  | Meru         | 65     | 4.2        |
| 7.  | Luo          | 48     | 3.1        |
| 8.  | Luhya        | 46     | 2.9        |
| 9.  | Embu         | 16     | 1.6        |
| 10. | Taita        | 8      | 0.5        |
| 11. | Other Kenyan | 7      | 0.4        |
| 12. | Borana       | 5      | 0.3        |
| 13. | Kuria        | 3      | 0.2        |
| 14. | Mijikenda    | 3      | 0.2        |
| 15. | Turkana      | 3      | 0.2        |
| 16. | Foreigner    | 3      | 0.2        |
| 17. | Somali       | 3      | 0.2        |
| 18. | Teso         | 2      | 0.09       |
| 19. | Bajun        | 1      | 0.03       |
| 20. | Burji        | 1      | 0.03       |
| 21. | Gabra        | 1      | 0.03       |
| 22. | Kenyan Arab  | 1      | 0.03       |
| 23. | Mbeere       | 1      | 0.03       |
| 24. | Samburu      | 1      | 0.03       |
| 25. | Taveta       | 1      | 0.03       |

<sup>34</sup> Kajiado County submitted its data early 2015.

|              |             |            |
|--------------|-------------|------------|
| <b>Total</b> | <b>1545</b> | <b>100</b> |
|--------------|-------------|------------|



**Figure 67: Ethnic Composition of Staff in Kajiado County**

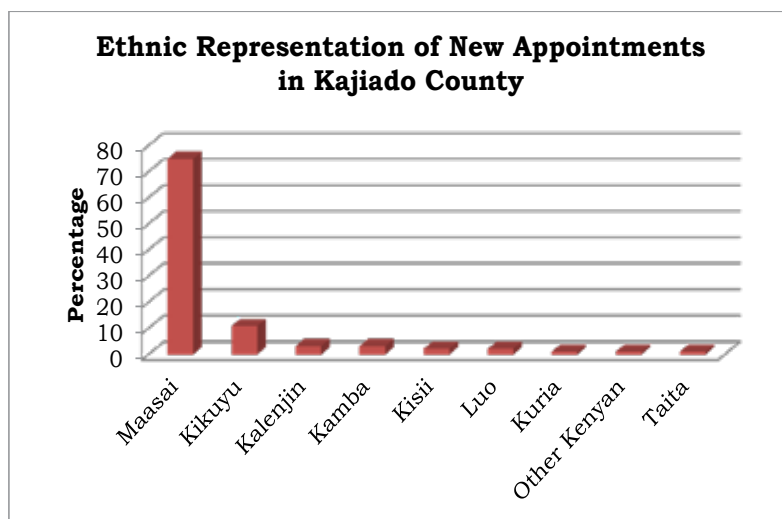
*New Appointments*

As at the date of submission of data, Kajiado County had hired only 92 employees. 75% of them belong to the Maasai community. This is in breach of

Section 65 of the CGA which requires that at entry level at least 30% of the vacant posts be filled by candidates not from the dominant ethnic community.

**Table 175: Ethnic Representation among new employees in Kajiado County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Maasai       | 69        | 75.0       |
| 2.  | Kikuyu       | 10        | 10.7       |
| 3.  | Kalenjin     | 3         | 3.3        |
| 4.  | Kamba        | 3         | 3.3        |
| 5.  | Kisii        | 2         | 2.2        |
| 6.  | Luo          | 2         | 2.2        |
| 7.  | Kuria        | 1         | 1.1        |
| 8.  | Other Kenyan | 1         | 1.1        |
| 9.  | Taita        | 1         | 1.1        |
|     | <b>Total</b> | <b>92</b> | <b>100</b> |



**Figure 68: Ethnic Representation among new employees in Kajiado County**

#### *County Assembly Employees*

Kajiado county assembly has 69 employees has contravened CGA with Maasai being the largest community at 73.9% as shown in the table below:

**Table 176: Ethnic distribution of Kajiado County Assembly Staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Maasai       | 51        | 73.9       |
| 2.  | Kikuyu       | 5         | 7.2        |
| 3.  | Luhya        | 5         | 7.2        |
| 4.  | Luo          | 3         | 4.4        |
| 5.  | Kalenjin     | 2         | 2.9        |
| 6.  | Kisii        | 2         | 2.9        |
| 7.  | Somali       | 1         | 1.5        |
|     | <b>Total</b> | <b>69</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Kajiado County has seven members from two ethnic groups as shown in the table below. It is skewed towards Maasai community with six position and Kikuyu with only one position.

**Table 177: Ethnic Distribution in Kajiado CPSB**

| No. | Ethnic Group | Number   | Percentage |
|-----|--------------|----------|------------|
| 1.  | Maasai       | 6        | 85.7       |
| 2.  | Kikuyu       | 1        | 14.3       |
|     | <b>Total</b> | <b>7</b> | <b>100</b> |

*County Executive Committee*

The CEC has ten members. It is skewed towards the Maasai community who occupy eight posts.

**Table 178: Ethnic Representation of the CEC in Kajiado County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1   | Maasai       | 8         | 80.0       |
| 2   | Kamba        | 1         | 10.0       |
| 3   | Kikuyu       | 1         | 10.0       |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

### 4.35 Kericho County

#### Introduction

Kericho County is located in the former Rift Valley Province with its capital at Kericho. It has a population of 752,396. The county has six sub counties; Kericho East, Kericho West, Kipkelion East, Kipkelion West, Bureti and Sigowet.

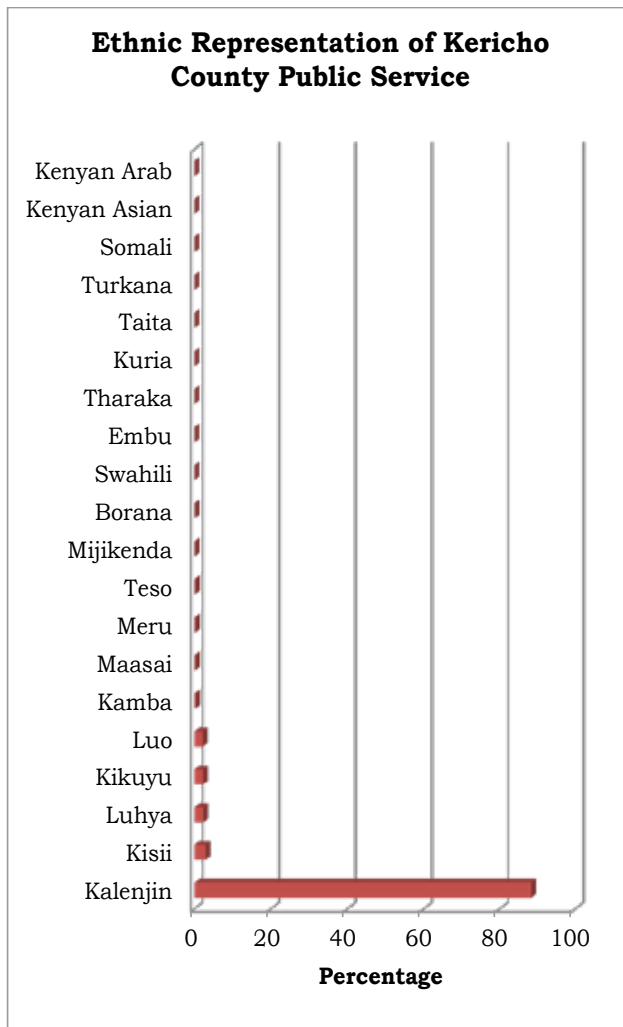
#### General County Public Service

The County has 2,550 members of staff in the county public service<sup>35</sup>. Most of these employees are from the Kalenjin community at 88.4%. It has contravened CGA.

**Table 179: Ethnic Diversity in Kericho County's public service**

| No. | Ethnic Group | Number      | Percentage |
|-----|--------------|-------------|------------|
| 1.  | Kalenjin     | 2255        | 88.4       |
| 2.  | Kisii        | 74          | 2.9        |
| 3.  | Luhya        | 62          | 2.4        |
| 4.  | Kikuyu       | 61          | 2.4        |
| 5.  | Luo          | 58          | 2.3        |
| 6.  | Kamba        | 9           | 0.4        |
| 7.  | Maasai       | 6           | 0.3        |
| 8.  | Meru         | 5           | 0.22       |
| 9.  | Teso         | 5           | 0.22       |
| 10. | Mijikenda    | 3           | 0.05       |
| 11. | Borana       | 3           | 0.05       |
| 12. | Swahili      | 1           | 0.04       |
| 13. | Embu         | 1           | 0.04       |
| 14. | Tharaka      | 1           | 0.04       |
| 15. | Kuria        | 1           | 0.04       |
| 16. | Taita        | 1           | 0.04       |
| 17. | Turkana      | 1           | 0.04       |
| 18. | Somali       | 1           | 0.04       |
| 19. | Kenyan Asian | 1           | 0.04       |
| 20. | Kenyan Arab  | 1           | 0.04       |
|     | <b>Total</b> | <b>2550</b> | <b>100</b> |

<sup>35</sup> Kericho County submitted its data on 11<sup>th</sup> April, 2015.



**Figure 69: Ethnic Diversity in Kericho County's public service**

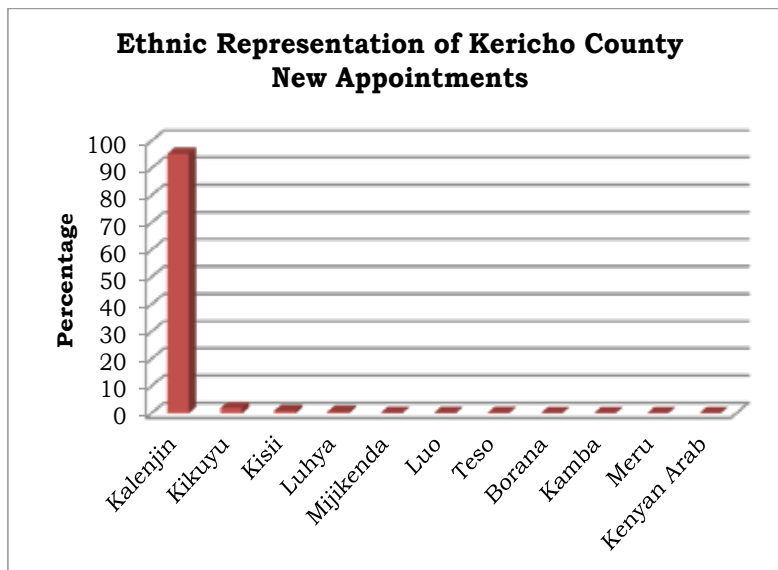
### *New Appointments*

The County has hired 854 employees since its inception. Of these, 814 who make up 95.3% belong to the Kalenjin community. The county therefore flouts the provisions of section 65 of the CGA.

**Table 180: Ethnic Representation among Kericho County New Appointments**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 814    | 95.3       |
| 2.  | Kikuyu       | 17     | 2.1        |
| 3.  | Kisii        | 8      | 0.9        |

|     |              |            |            |
|-----|--------------|------------|------------|
| 4.  | Luhya        | 5          | 0.7        |
| 5.  | Mijikenda    | 2          | 0.2        |
| 6.  | Luo          | 2          | 0.2        |
| 7.  | Teso         | 2          | 0.2        |
| 8.  | Borana       | 1          | 0.1        |
| 9.  | Kamba        | 1          | 0.1        |
| 10. | Meru         | 1          | 0.1        |
| 11. | Kenyan Arab  | 1          | 0.1        |
|     | <b>Total</b> | <b>854</b> | <b>100</b> |



**Figure 70: Ethnic Representation among Kericho County New Appointments**

#### *County Assembly employees*

Kericho County assembly has contravened the CGA, with the Kalenjin as the largest community at 93% as shown below:

**Table 181: Ethnic distribution of Kericho County Assembly**

| No. | Ethnic Group | number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Kalenjin     | 67        | 93         |
| 2.  | Kikuyu       | 2         | 2.8        |
| 3.  | Luo          | 1         | 1.4        |
| 4.  | Teso         | 1         | 1.4        |
| 5.  | Luhya        | 1         | 1.4        |
|     | <b>Total</b> | <b>72</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Kericho County has seven members all drawn from the Kalenjin community. It is mono-ethnic.

**Table 182: Ethnic Profile of the CPSB of Kericho County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 7      | 100        |

*County Executive Committee*

Similarly, all the eight members of the CEC come from Kalenjin community. It is mono-ethnic

**Table 183: Ethnic Analysis of the CEC in Kericho County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1.  | Kalenjin     | 8      | 100        |

**4.36 Bomet County***Introduction*

Bomet County has a population of 730,129 people (census, 2009). Although its administration seats at Sigor, it houses three sub counties namely Bomet, Sotik and Chepalungu.

*General County Public Service*

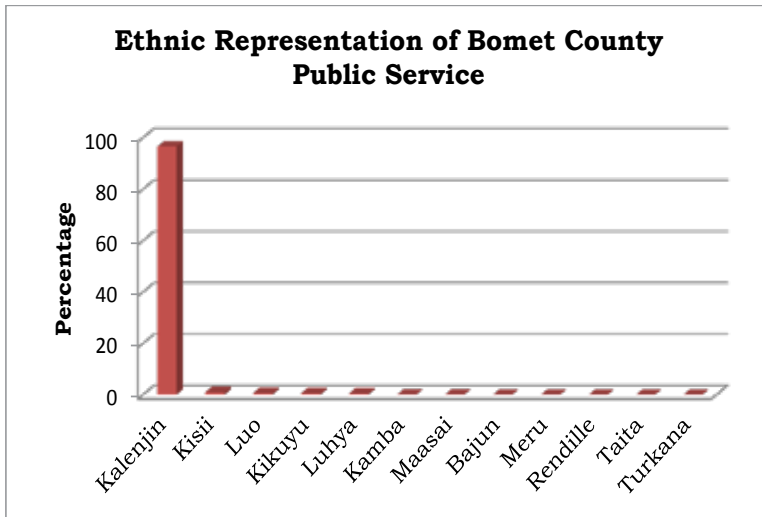
The County has 2,145 county public servants<sup>36</sup>. It has contravened the CGA with the Kalenjin as the majority, comprising of 96.6% of the workforce.

**Table 184: Ethnic Diversity of all staff in Bomet County**

| No. | Ethnic Group | Number | Percentage |
|-----|--------------|--------|------------|
| 1   | Kalenjin     | 2073   | 96.6       |
| 2   | Kisii        | 23     | 1.1        |
| 3   | Luo          | 15     | 0.8        |
| 4   | Kikuyu       | 14     | 0.6        |
| 5   | Luhya        | 11     | 0.54       |
| 6   | Kamba        | 2      | 0.08       |
| 7   | Maasai       | 2      | 0.08       |
| 8   | Bajun        | 1      | 0.04       |
| 9   | Meru         | 1      | 0.04       |
| 10  | Rendille     | 1      | 0.04       |

<sup>36</sup> Bomet County submitted its staff data on 11<sup>th</sup> March 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 11 | Taita        | 1           | 0.04       |
| 12 | Turkana      | 1           | 0.04       |
|    | <b>Total</b> | <b>2145</b> | <b>100</b> |



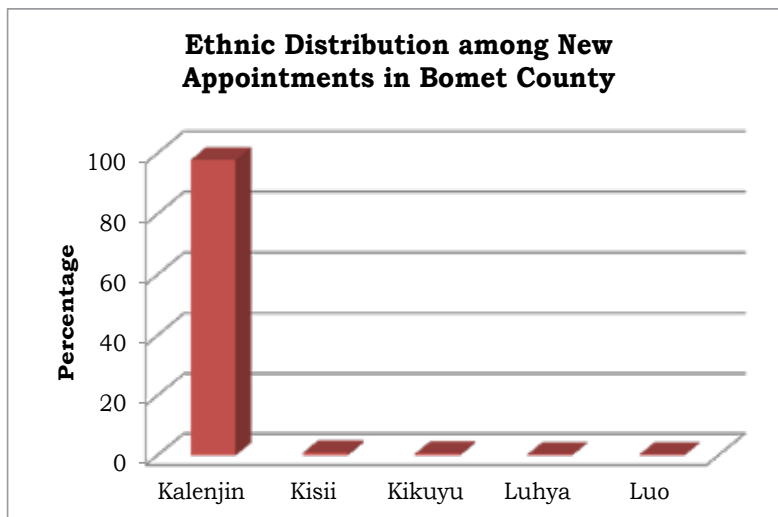
**Figure 71: Ethnic Diversity of all staff in Bomet County**

### *New Appointments*

The County has hired 337 staff since 2013. 97.9% of these employees are from the Kalenjin community. Bomet County has contravened the provisions of the law on ethnic representation, particularly section 65 of the CGA which requires that at least 30% of the vacancies are accorded to non-dominant communities.

**Table 185: Ethnic Distribution of Staff among the new appointments made by Bomet County**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1   | Kalenjin     | 330        | 97.9       |
| 2   | Kisii        | 3          | 0.9        |
| 3   | Kikuyu       | 2          | 0.6        |
| 4   | Luhya        | 1          | 0.3        |
| 5   | Luo          | 1          | 0.3        |
|     | <b>Total</b> | <b>337</b> | <b>100</b> |



**Figure 72: Ethnic Distribution of Staff among the new appointments made by Bomet County**

#### *County Assembly Employees*

Bomet county assembly has 53 members of staff, 96.2% belonging to the Kalenjin community. It has contravened the CGA as shown in the table below:

**Table 186: Ethnic distribution of Bomet County assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1   | Kalenjin     | 51        | 96.2       |
| 2   | Kikuyu       | 2         | 3.8        |
|     | <b>Total</b> | <b>53</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB of Bomet County has seven members – all from the Kalenjin Community. It is mono-ethnic

**Table 187: Ethnic Profile of the CPSB members of Bomet County**

|    | Ethnic Group | Number | Percentage |
|----|--------------|--------|------------|
| 1. | Kalenjin     | 7      | 100        |

*County Executive Committee*

Similarly all the eight CEC members, all are from the Kalenjin community. It is mono-ethnic.

**Table 188: Ethnic Composition of the members of the CEC in Bomet County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kalenjin            | 8             | 100               |

**4.37 Kakamega County***Introduction*

Kakamega County is located in the former western province. The County hosts a population of about 1,660,651 people (Census 2009). The county has six sub counties including Kakamega North (Malava), Kakamega Central (Lurambi), Kakamega South (Ikolomani), Kakamega East (Shinyalu) Butere and Mumias.

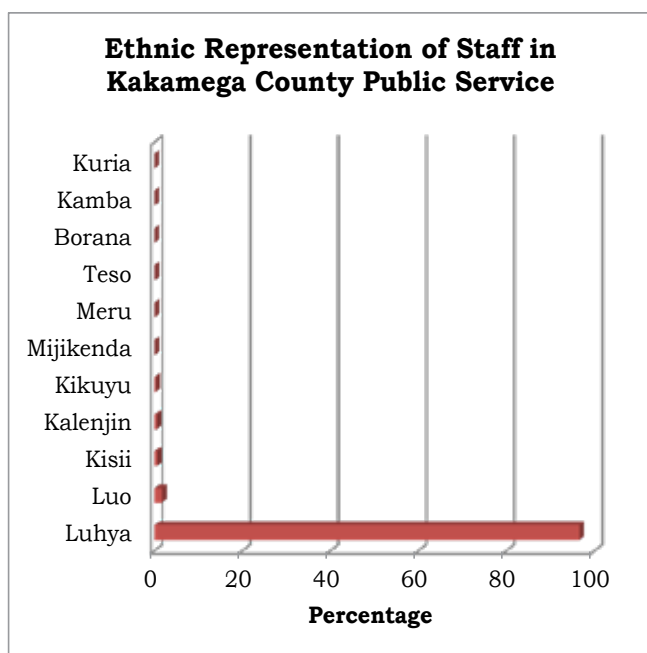
*General County Public Service*

Kakamega County has 3,486 county public servants<sup>37</sup>. The Luhya community are the majority at 96.6%. It has contravened the CGA

**Table 189: Ethnic Diversity in the Kakamega County Public Service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Total</b> | <b>Percentage</b> |
|------------|---------------------|--------------|-------------------|
| 1.         | Luhya               | 3368         | 96.6              |
| 2.         | Luo                 | 59           | 1.6               |
| 3.         | Kisii               | 20           | 0.6               |
| 4.         | Kalenjin            | 18           | 0.5               |
| 5.         | Kikuyu              | 11           | 0.3               |
| 6.         | Mijikenda           | 3            | 0.11              |
| 7.         | Meru                | 2            | 0.1               |
| 8.         | Teso                | 2            | 0.1               |
| 9.         | Borana              | 1            | 0.03              |
| 10.        | Kamba               | 1            | 0.03              |
| 11.        | Kuria               | 1            | 0.03              |
|            | <b>Total</b>        | <b>3486</b>  | <b>100</b>        |

<sup>37</sup> Kakamega County submitted its staff data on 27<sup>th</sup> March 2015.



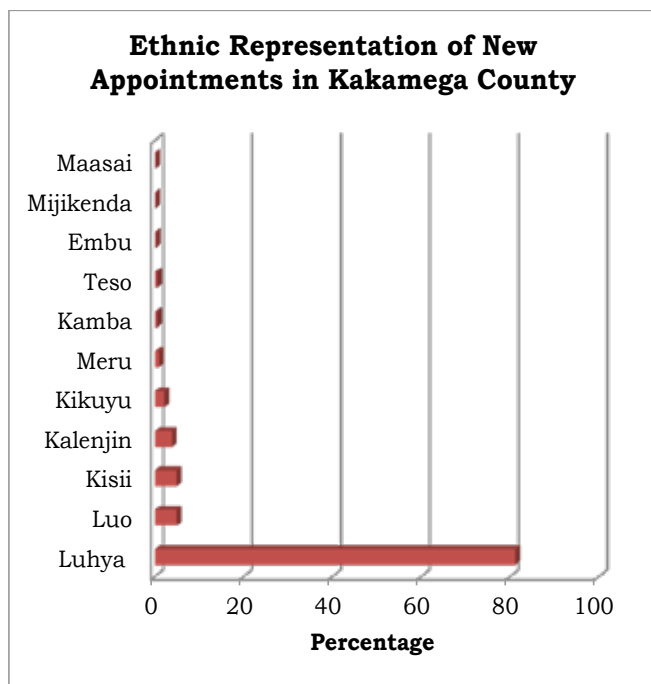
**Figure 73: Ethnic Diversity in the Kakamega County Public Service**

### *New Appointments*

The County had hired 597 staff by the time of data submission. The majority of these new employees are Luhya accounting for 81.2%. This is in contravention of section 65 of the CGA which requires that at least 30% of the vacancies are filled by non-dominant groups.

**Table 190: Ethnic Distribution among new staff in Kakamega County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Luhya               | 485           | 81.2              |
| 2  | Luo                 | 30            | 5.0               |
| 3  | Kisii               | 30            | 5.0               |
| 4  | Kalenjin            | 23            | 3.9               |
| 5  | Kikuyu              | 13            | 2.2               |
| 6  | Meru                | 6             | 1.0               |
| 7  | Kamba               | 3             | 0.5               |
| 8  | Teso                | 3             | 0.5               |
| 9  | Embu                | 2             | 0.3               |
| 10 | Mijikenda           | 1             | 0.2               |
| 11 | Maasai              | 1             | 0.2               |
|    | <b>Total</b>        | <b>597</b>    | <b>100</b>        |



**Figure 74: Ethnic Distribution among new staff in Kakamega County**

#### *County Assembly Employees*

Kakamega county assembly has 49 members of staff. The County Assembly has flouted the CGA with Luhya at 94% as shown in the table below:

**Table 191: Ethnic distribution of Kakamega county assembly**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luhya               | 46            | 94.0              |
| 2 | Luo                 | 3             | 6.0               |
|   | <b>Total</b>        | <b>49</b>     | <b>100</b>        |

#### *County Public Service Board*

The CPSB of Kakamega County has seven members, all from the Luhya ethnic group. It is mono-ethnic

**Table 192: Ethnic profile of the CPSB in Kakamega County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luhya               | 7             | 100               |

*County Executive Committee*

The members of the CEC i.e. eight are all from the Luhya community as shown in the table below:

**Table 193: Ethnic Balance within the CEC of Kakamega County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luhya               | 8             | 100               |

**4.38 Vihiga County***Introduction*

Vihiga County whose headquarters is in Mbale is Located in the Western Region of Kenya. It borders Nandi to the East, Kisumu County to the South, Siaya County to the West and Kakamega County to the North. The County's population stands at 612,000. It has five sub counties namely:- Vihiga, Luanda, Emuhaya, Sabatia and Hamisi. Vihiga County submitted its data on 31<sup>st</sup> March 2015.

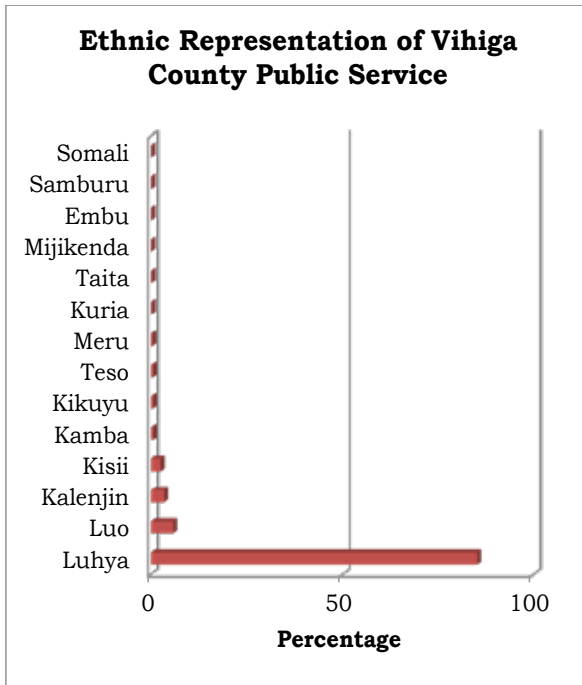
The county has 1,336 members of staff as at on 31<sup>st</sup> March 2015 when the data was shared<sup>38</sup>. Vihiga County contravenes the CGA as the largest community comprises of 85.1% of the Luhya community.

**Table 194: Ethnic Representation of Staff in Vihiga County Public Service**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1          | Luhya               | 1137          | 85.1              |
| 2          | Luo                 | 78            | 5.9               |
| 3          | Kalenjin            | 46            | 3.4               |
| 4          | Kisii               | 35            | 2.6               |
| 5          | Kamba               | 8             | 0.6               |
| 6          | Kikuyu              | 8             | 0.6               |
| 7          | Teso                | 8             | 0.6               |
| 8          | Meru                | 5             | 0.4               |
| 9          | Kuria               | 3             | 0.2               |
| 10         | Taita               | 3             | 0.2               |
| 11         | Mijikenda           | 2             | 0.1               |

<sup>38</sup> Vihiga County submitted its data on 31<sup>st</sup> March 2015.

|    |              |             |            |
|----|--------------|-------------|------------|
| 12 | Embu         | 1           | 0.1        |
| 13 | Samburu      | 1           | 0.1        |
| 14 | Somali       | 1           | 0.1        |
|    | <b>Total</b> | <b>1336</b> | <b>100</b> |



**Figure 75: Ethnic composition of staff in Vihiga County**

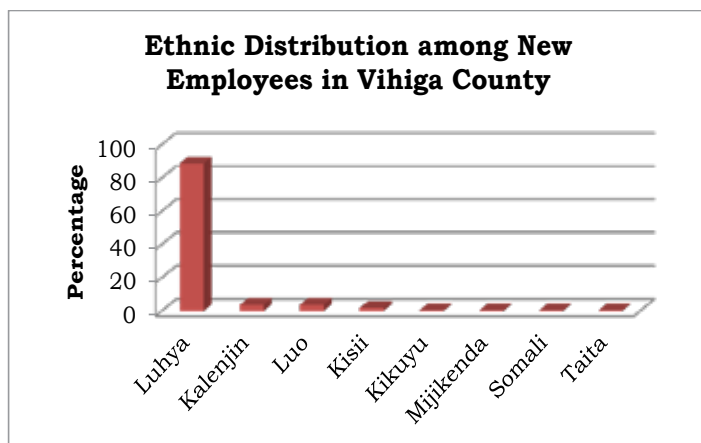
### *New Appointments*

As at the date of submission, the County had employed 214 people. 88.8% of these employees are from the Luhya community. Therefore, Vihiga County has contravened section 65 of the CGA which sets the upper limit of the dominant group to be 70%.

**Table 195: Ethnic Distribution among new employees in Vihiga County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luhya               | 190           | 88.8              |
| 2. | Kalenjin            | 8             | 3.7               |
| 3. | Luo                 | 8             | 3.7               |
| 4. | Kisii               | 4             | 1.8               |
| 5. | Kikuyu              | 1             | 0.5               |
| 6. | Mijikenda           | 1             | 0.5               |

|    |              |            |            |
|----|--------------|------------|------------|
| 7. | Somali       | 1          | 0.5        |
| 8. | Taita        | 1          | 0.5        |
|    | <b>Total</b> | <b>214</b> | <b>100</b> |



**Figure 76: Ethnic Distribution among new employees in Vihiga County**

#### *County Assembly*

Vihiga county assembly has 103 members of staff. It has contravened the CGA with majority being Luhya at 95.1%. This is shown in the table below:

**Table 196: Ethnic Distribution among County Assembly staff in Vihiga County**

| No. | Ethnic group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Luhya        | 98         | 95.1       |
| 2.  | Luo          | 2          | 1.9        |
| 3.  | Kalenjin     | 1          | 1.0        |
| 4.  | Kamba        | 1          | 1.0        |
| 5.  | Teso         | 1          | 1.0        |
|     | <b>Total</b> | <b>103</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB in Vihiga County has seven members who all belong to the Luhya community. It is mono-ethnic

**Table 197: Ethnic Analysis of the CPSB of Vihiga County**

|    | Ethnic Group | Number | Percentage |
|----|--------------|--------|------------|
| 1. | Luhya        | 7      | 100        |

*County Executive Committee*

There are 10 members of the CEC in Vihiga County drawn from two ethnic groups. It is skewed towards the Luhya community, who occupy nine posts as shown in the table below:

**Table 198: Ethnic profile of the members of the CEC in Vihiga County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luhya               | 9             | 90.0              |
| 2. | Kalenjin            | 1             | 10.0              |
|    | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.39 Bungoma County***Introduction*

Bungoma County has a population of 1,630,934 (Census 2009). The County has eight sub counties namely Bungoma South, Bumula, Kimilili, Bungoma North, Bungoma Central, Bungoma West, Mt Elgon and Cheptais.

*General County Public Service*

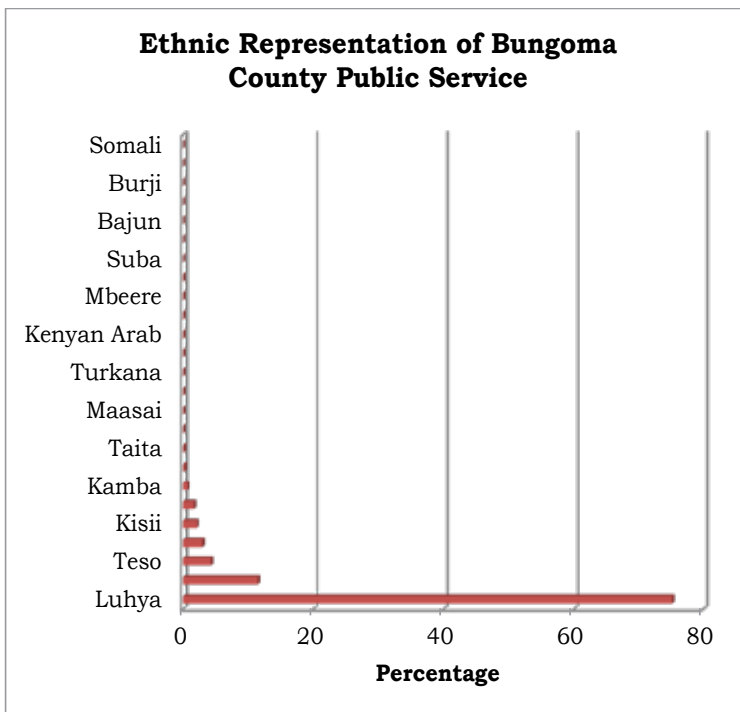
The County has 5,561 county public servants<sup>39</sup>. The majority are from the Luhya community at 75.2% hence it has contravened the CGA.

**Table 199: Ethnic Representation among all Staff in Bungoma County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Luhya               | 4184          | 75.2              |
| 2.         | Kalenjin            | 639           | 11.5              |
| 3.         | Teso                | 240           | 4.3               |
| 4.         | Luo                 | 169           | 3.0               |
| 5.         | Kisii               | 118           | 2.1               |
| 6.         | Kikuyu              | 93            | 1.7               |
| 7.         | Kamba               | 38            | 0.6               |
| 8.         | Meru                | 19            | 0.3               |
| 9.         | Taita               | 11            | 0.2               |
| 10.        | Pokot               | 8             | 0.1               |
| 11.        | Maasai              | 6             | 0.1               |
| 12.        | Mijikenda           | 5             | 0.1               |

<sup>39</sup> Bungoma County submitted its staff data on 1<sup>st</sup> April 2015.

|     |               |             |            |
|-----|---------------|-------------|------------|
| 13. | Turkana       | 5           | 0.1        |
| 14. | Kuria         | 4           | 0.1        |
| 15. | Kenyan Arab   | 4           | 0.1        |
| 16. | Embu          | 3           | 0.1        |
| 17. | Mbeere        | 3           | 0.1        |
| 18. | Other Kenyans | 3           | 0.1        |
| 19. | Suba          | 2           | 0.05       |
| 20. | Kenyan Asian  | 2           | 0.05       |
| 21. | Bajun         | 1           | 0.02       |
| 22. | Borana        | 1           | 0.02       |
| 23. | Burji         | 1           | 0.02       |
| 24. | Pokomo        | 1           | 0.02       |
| 25. | Somali        | 1           | 0.02       |
|     | <b>Total</b>  | <b>5561</b> | <b>100</b> |



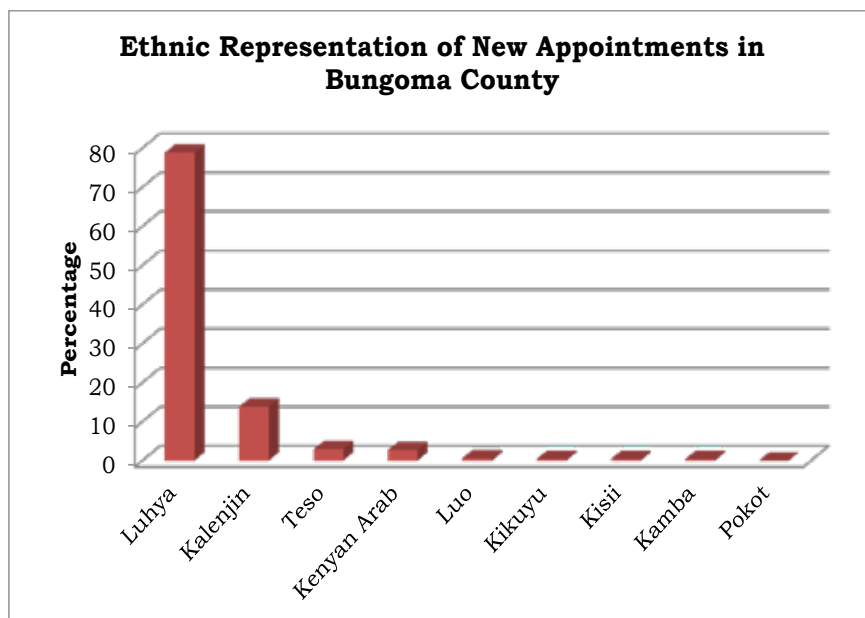
**Figure 77: Ethnic Representation among all Staff in Bungoma County**

*New Appointments*

The county has employed 2,397 employees since its inception. 78.8% of these employees belong to the Luhya community. This County flouts the provision in Section 65 of the CGA.

**Table 200: Ethnic Distribution among New appointments within Bungoma County**

| No. | Ethnic Group | Number      | Percentage   |
|-----|--------------|-------------|--------------|
| 1.  | Luhya        | 1889        | 78.8         |
| 2.  | Kalenjin     | 331         | 13.8         |
| 3.  | Teso         | 70          | 2.9          |
| 4.  | Kenyan Arab  | 64          | 2.7          |
| 5.  | Luo          | 14          | 0.6          |
| 6.  | Kikuyu       | 10          | 0.4          |
| 7.  | Kisii        | 9           | 0.4          |
| 8.  | Kamba        | 9           | 0.4          |
| 9.  | Pokot        | 1           | 0.04         |
|     | <b>Total</b> | <b>2397</b> | <b>100.0</b> |



**Figure 78: Ethnic Distribution among New appointments within Bungoma County**

*County Assembly Employees*

Bungoma county assembly has 66 employees. The County has flouted the CGA, with majority the majority community, the Luhya, at 75.8% as shown in the table below:

**Table 201: Ethnic distribution of Bungoma county assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Luhya        | 50        | 75.8       |
| 2.  | Kalenjin     | 7         | 10.6       |
| 3.  | Teso         | 4         | 6.1        |
| 4.  | Kamba        | 2         | 3.0        |
| 5.  | Luo          | 2         | 3.0        |
| 6.  | Kisii        | 1         | 1.5        |
|     | <b>Total</b> | <b>66</b> | <b>100</b> |

*County Public Service Board Members*

The CPSB in Bungoma County has six members, most of them from the Luhya community. It is skewed towards the Luhya, who occupy five positions.

**Table 202: Ethnic Audit of the CPSB in Bungoma County**

|   | Ethnic Group | Number   | Percentage |
|---|--------------|----------|------------|
| 1 | Luhya        | 5        | 83.3       |
| 2 | Kalenjin     | 1        | 16.7       |
|   | Total        | <b>6</b> | <b>100</b> |

*County Executive Committee*

The CEC has ten members. It is skewed towards Luhya community who occupy nine posts. Its composition is depicted in the table below:

**Table 203: Ethnic Distribution in the CEC of Bungoma County**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Luhya        | 9         | 90.0       |
| 2.  | Kalenjin     | 1         | 10.0       |
|     | <b>Total</b> | <b>10</b> | <b>100</b> |

#### 4.40 Busia County

##### *Introduction*

Busia is a county in the former Western Province of Kenya. It borders Kakamega County to the east, Bungoma County to the north, Lake Victoria and Siaya County to the south and Busia District, Uganda to the west. The county has a total population of 743,946 (2009 census).

##### *General County Public Service*

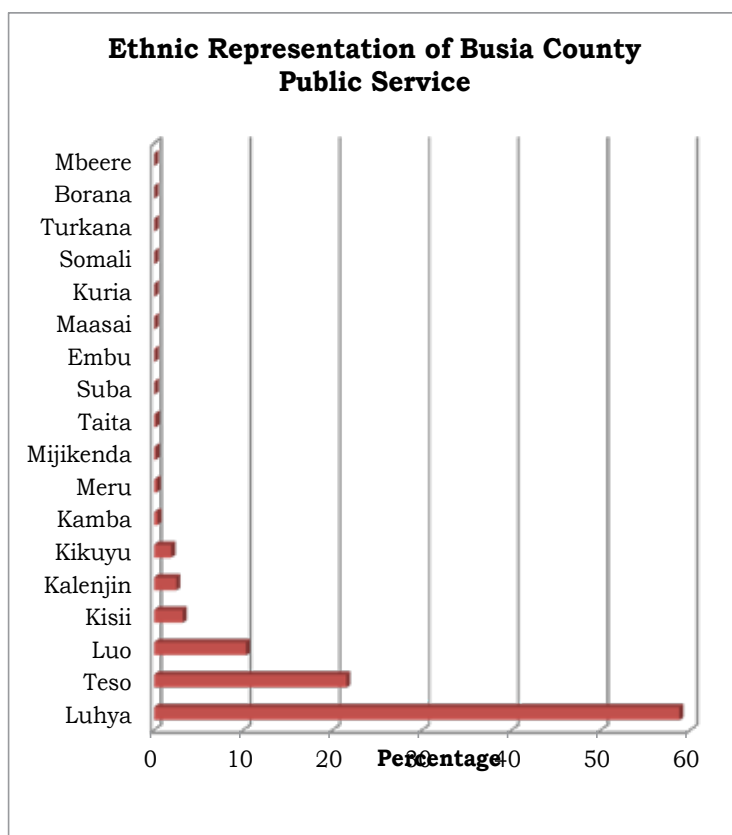
The County has 2,116 members of staff in the county public service<sup>40</sup>.

Busia County complies with Luhya being majority at 58.8%. Hence, it has complied with the CGA.

**Table 204: Ethnic Audit of all Staff in Busia County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Luhya               | 1245          | 58.8              |
| 2.         | Teso                | 454           | 21.5              |
| 3.         | Luo                 | 218           | 10.3              |
| 4.         | Kisii               | 67            | 3.2               |
| 5.         | Kalenjin            | 53            | 2.5               |
| 6.         | Kikuyu              | 40            | 1.9               |
| 7.         | Kamba               | 8             | 0.4               |
| 8.         | Meru                | 6             | 0.3               |
| 9.         | Mijikenda           | 4             | 0.2               |
| 10.        | Taita               | 4             | 0.2               |
| 11.        | Suba                | 3             | 0.1               |
| 12.        | Embu                | 3             | 0.1               |
| 13.        | Maasai              | 3             | 0.1               |
| 14.        | Kuria               | 2             | 0.1               |
| 15.        | Somali              | 2             | 0.1               |
| 16.        | Turkana             | 2             | 0.1               |
| 17.        | Borana              | 1             | 0.05              |
| 18.        | Mbeere              | 1             | 0.05              |
|            | <b>Total</b>        | <b>2116</b>   | <b>100</b>        |

<sup>40</sup> Busia County submitted its staff data early 2015.



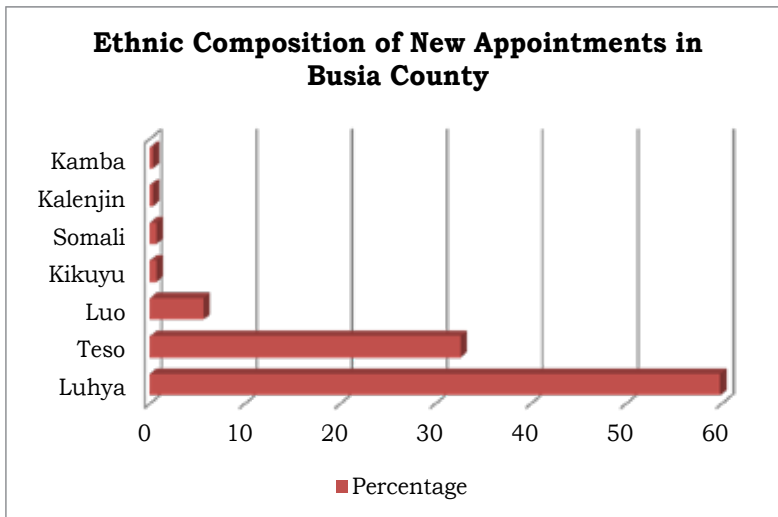
**Figure 79: Ethnic Audit of all Staff in Busia County**

### *New Appointments*

Busia County has hired 301 employees since inception. 59.8% are from the Luhya community. This county is in compliance with the provisions of representation of diversity as espoused in section 65 of the CGA.

**Table 205: Ethnic analysis of new appointments in Busia County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luhya               | 180           | 59.8              |
| 2. | Teso                | 98            | 32.6              |
| 3. | Luo                 | 17            | 5.6               |
| 4. | Kikuyu              | 2             | 0.7               |
| 5. | Somali              | 2             | 0.7               |
| 6. | Kalenjin            | 1             | 0.3               |
| 7. | Kamba               | 1             | 0.3               |
|    |                     | <b>301</b>    | <b>100</b>        |



**Figure 80: Ethnic analysis of new appointments in Busia County**

#### *Busia County Assembly employees*

Busia county assembly has 144 members. It has complied with the CGA since the largest community comprises of 68.1% of the Luhya community as shown in the table below:

**Table 206: Ethnic distribution of Busia County Assembly**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1.  | Luhya        | 98         | 68.1       |
| 2.  | Teso         | 34         | 23.6       |
| 3.  | Luo          | 11         | 7.6        |
| 4.  | Kikuyu       | 1          | 0.7        |
|     | <b>Total</b> | <b>144</b> | <b>100</b> |

#### *County Public Service Board*

The CPSB of Busia County has five members from two ethnic communities, with the Luhya occupying three positions and the Teso two positions as indicated in the following table:

**Table 207: Ethnic Representation in the CPSB of Busia County**

|    | Ethnic Group | Number   | Percentage |
|----|--------------|----------|------------|
| 1. | Luhya        | 3        | 60.0       |
| 2. | Teso         | 2        | 40.0       |
|    | <b>Total</b> | <b>5</b> | <b>100</b> |

*County Executive Committee*

The members of the CEC in Busia County come from three ethnic groups i.e. the Luhya, the Teso and the Kuria. It is skewed towards Luhya community who occupy six positions.

**Table 208: Representation within the CEC of Busia County by Ethnicity**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luhya               | 6             | 60.0              |
| 2 | Teso                | 3             | 30.0              |
| 3 | Kuria               | 1             | 10.0              |
|   | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.41 Siaya County***Introduction*

Siaya County is based in the former Nyanza province, and headquartered in Siaya town. The county hosts six constituencies including Gem, Rarieda, Bondo, Alego Usonga, Ugunja and Ugenya. It hosts an estimated 842,304 (Census, 2009) people. Similarly it is home to six administrative sub counties namely Siaya, Bondo, Gem, Ugenya Ugunja and Gem.

*General County Public Service*

The County has 1,666 county public servants<sup>41</sup>. The Luo community are the majority at 78.9% hence, it has contravened the CGA.

**Table 209: Ethnic Diversity of all Staff in Siaya County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Total</b> | <b>Percentage</b> |
|------------|---------------------|--------------|-------------------|
| 1.         | Luo                 | 1314         | 78.9              |
| 2.         | Luhya               | 198          | 11.9              |
| 3.         | Kisii               | 56           | 3.3               |
| 4.         | Kalenjin            | 50           | 2.9               |
| 5.         | Kikuyu              | 13           | 0.8               |
| 6.         | Teso                | 11           | 0.6               |

<sup>41</sup> Siaya County submitted data of its staff early 2015.

|     |              |              |            |
|-----|--------------|--------------|------------|
| 7.  | Kamba        | 5            | 0.3        |
| 8.  | Meru         | 5            | 0.3        |
| 9.  | Kuria        | 3            | 0.2        |
| 10. | Bajun        | 2            | 0.1        |
| 11. | Suba         | 2            | 0.1        |
| 12. | Mijikenda    | 2            | 0.1        |
| 13. | Embu         | 1            | 0.1        |
| 14. | Other Kenyan | 1            | 0.1        |
| 15. | Samburu      | 1            | 0.1        |
| 16. | Taita        | 1            | 0.1        |
| 17. | Tharaka      | 1            | 0.1        |
|     | <b>Total</b> | <b>1,666</b> | <b>100</b> |

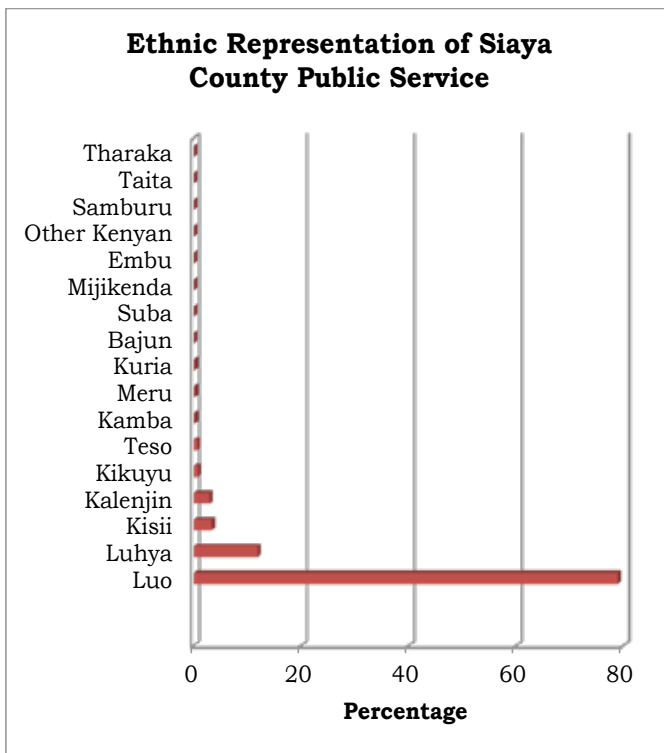


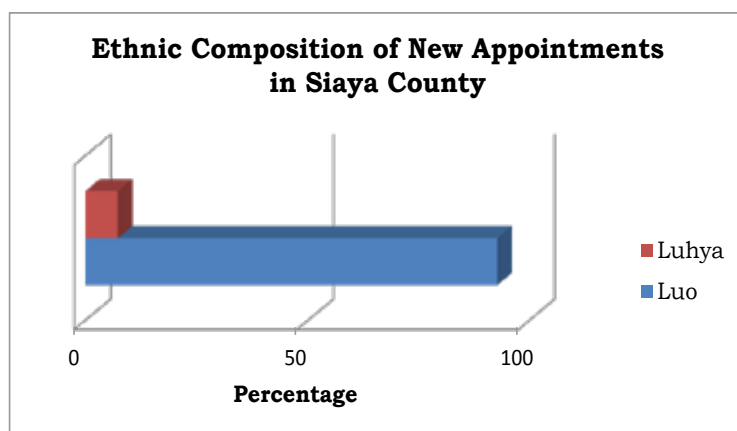
Figure 81: Ethnic Diversity of all Staff in Siaya County

### *New Appointments*

Siaya County has hired only 124 members of staff. The majority accounting for 92.7% are from the Luo community. Siaya County has flouted the provision of section 65 of the CGA which demands that at least 30% of the vacancies at entry level are accorded to non-dominant ethnic communities.

**Table 210: Ethnic composition of new appointments in Siaya County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 115           | 92.7              |
| 2 | Luhya               | 9             | 7.3               |
|   | <b>Total</b>        | <b>124</b>    | <b>100</b>        |



**Figure 82: Ethnic composition of new appointments in Siaya County**

### *County Assembly Employees*

Siaya county assembly has 52 employees, majority of them being Luo at 86.5%. It has contravened the CGA as shown in the table below:

**Table 211: Ethnic distribution of Siaya County assembly staff**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Luo                 | 45            | 86.5              |
| 2.         | Luhya               | 6             | 11.5              |
| 3.         | Kisii               | 1             | 1.9               |
|            | <b>Total</b>        | <b>52</b>     | <b>100</b>        |

*County Public Service Board*

The CPSB in Siaya County has five members from the Luo community. It is mono-ethnic.

**Table 212: Ethnic Analysis of the members of the CPSB in Siaya County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luo                 | 5             | 100               |

*County Executive Committee*

Siaya County has eight members. They are all affiliated to the Luo community. It is mono-ethnic.

**Table 213: Ethnic Audit of the CEC in Siaya County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 8             | 100               |

**4.42 Kisumu County***Introduction*

Kisumu County is located in the defunct Nyanza Province. It has a total population of 968, 909 (Census,2009). The county hosts seven constituencies namely : Kisumu West, Kisumu East, Kisumu Central, Seme, Nyando, Muhoroni and Nyakach. The County has six sub-counties, i.e. Kisumu West, Kisumu East, Kisumu Town, Muhoroni, Nyakach and Nyando.

Kisumu County submitted data of its staff early 2015.

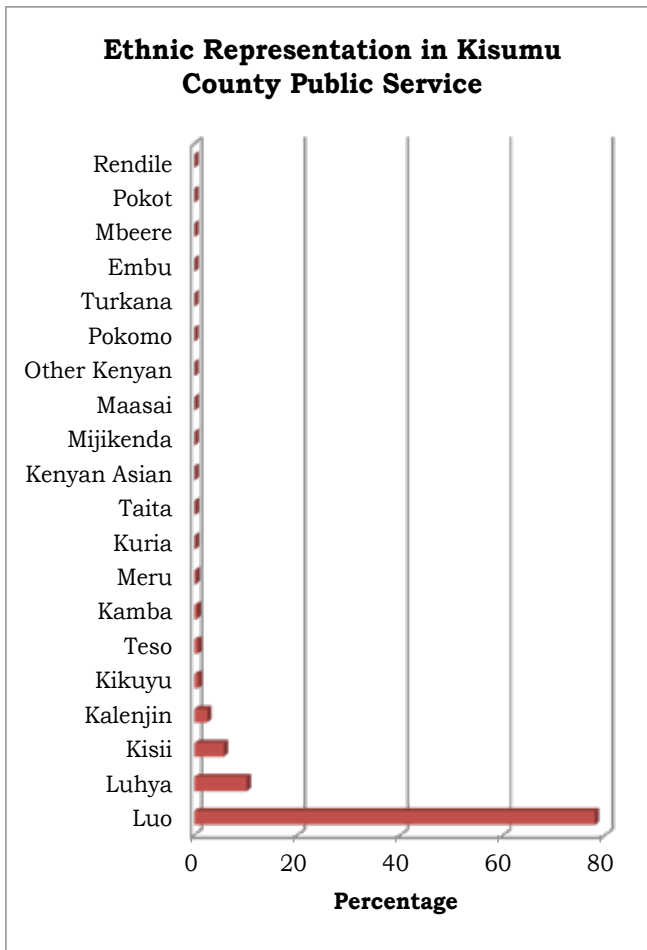
*General County Public Service*

The county has 3,423 county public servants<sup>42</sup>. The Luo community are the majority comprising of 78.0%. It has contravened the CGA.

<sup>42</sup> Kisumu County submitted data of its staff early 2015.

**Table 214: Ethnic Representation in the Kisumu County public service**

| <b>No.</b> | <b>Ethnicity</b> | <b>Number</b> | <b>Percentage</b> |
|------------|------------------|---------------|-------------------|
| 1          | Luo              | 2670          | 78.0              |
| 2          | Luhya            | 351           | 10.2              |
| 3          | Kisii            | 195           | 5.8               |
| 4          | Kalenjin         | 86            | 2.6               |
| 5          | Kikuyu           | 29            | 0.9               |
| 6          | Teso             | 25            | 0.7               |
| 7          | Kamba            | 17            | 0.5               |
| 8          | Meru             | 11            | 0.3               |
| 9          | Kuria            | 8             | 0.2               |
| 10         | Taita            | 7             | 0.2               |
| 11         | Kenyan Asian     | 5             | 0.1               |
| 12         | Mijikenda        | 5             | 0.1               |
| 13         | Maasai           | 4             | 0.1               |
| 14         | Other Kenyan     | 2             | 0.06              |
| 15         | Pokomo           | 2             | 0.06              |
| 16         | Turkana          | 2             | 0.06              |
| 17         | Embu             | 1             | 0.03              |
| 18         | Mbeere           | 1             | 0.03              |
| 19         | Pokot            | 1             | 0.03              |
| 20         | Rendile          | 1             | 0.03              |
|            | <b>Total</b>     | <b>3423</b>   | <b>100</b>        |



**Figure 83: Ethnic Representation in the Kisumu County public service**

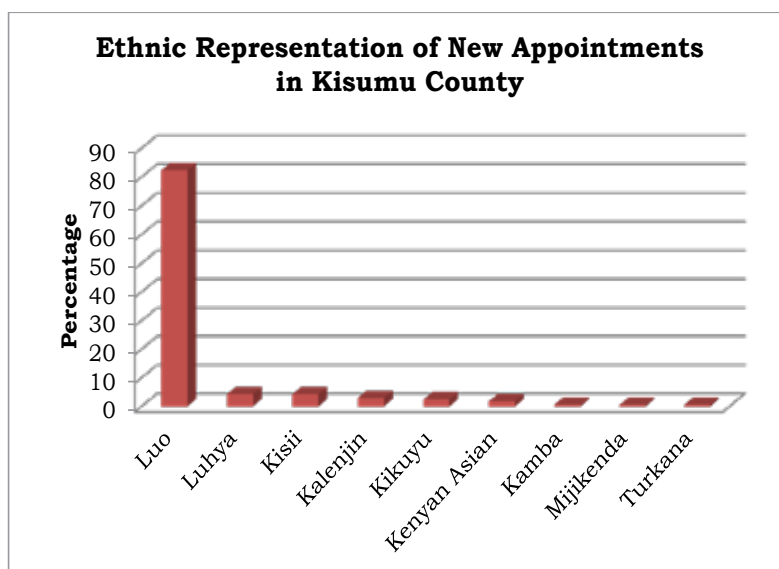
#### *New Appointments*

Kisumu County has hired 164 members of staff. 82.3% come from the Luo community. This means that Kisumu County has breached the law in the sharing of public employment. Section 65 of the CGA requires that at least 30% of the vacancies at entry level are filled by candidates who are not from the dominant ethnic group.

**Table 215: Ethnic Audit of new appointments in Kisumu County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 135           | 82.3              |
| 2 | Luhya               | 7             | 4.3               |
| 3 | Kisii               | 7             | 4.3               |

|   |              |            |            |
|---|--------------|------------|------------|
| 4 | Kalenjin     | 5          | 3.1        |
| 5 | Kikuyu       | 4          | 2.4        |
| 6 | Kenyan Asian | 3          | 1.8        |
| 7 | Kamba        | 1          | 0.6        |
| 8 | Mijikenda    | 1          | 0.6        |
| 9 | Turkana      | 1          | 0.6        |
|   | <b>Total</b> | <b>164</b> | <b>100</b> |



**Figure 84: Ethnic Audit of new appointments in Kisumu County  
County Assembly Employees**

Kisumu County Assembly has 56 employees, majority of them being Luo at 87.5%. It has contravened the CGA.

**Table 216: Ethnic profiling of Kisumu County Assembly general staff**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luo                 | 49            | 87.5              |
| 2. | Luhya               | 3             | 5.3               |
| 3. | Kisii               | 2             | 3.6               |
| 4. | Kalenjin            | 1             | 1.8               |
| 5. | Kuria               | 1             | 1.8               |
|    | <b>Total</b>        | <b>56</b>     | <b>100</b>        |

*County Public Service Board*

The CPSB of Kisumu County has seven members who are all affiliated to the Luo community. It is mono-ethnic.

**Table 217: Ethnic Representation in the CPSB of Kisumu County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 7             | 100               |

*County Executive Committee*

The CEC of Kisumu County has ten members. They come from two ethnic groups. It is skewed towards the Luo community as indicated in the table below:

**Table 218: Ethnic Analysis of the membership of the CEC in Kisumu County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 9             | 90.0              |
| 2 | Kenyan Asian        | 1             | 10.0              |
|   | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.43 Homabay County***Introduction*

The population of Homa Bay County is 963,794 (census, 2009). The County has three sub counties namely Homa Bay, Rachuonyo and Suba.

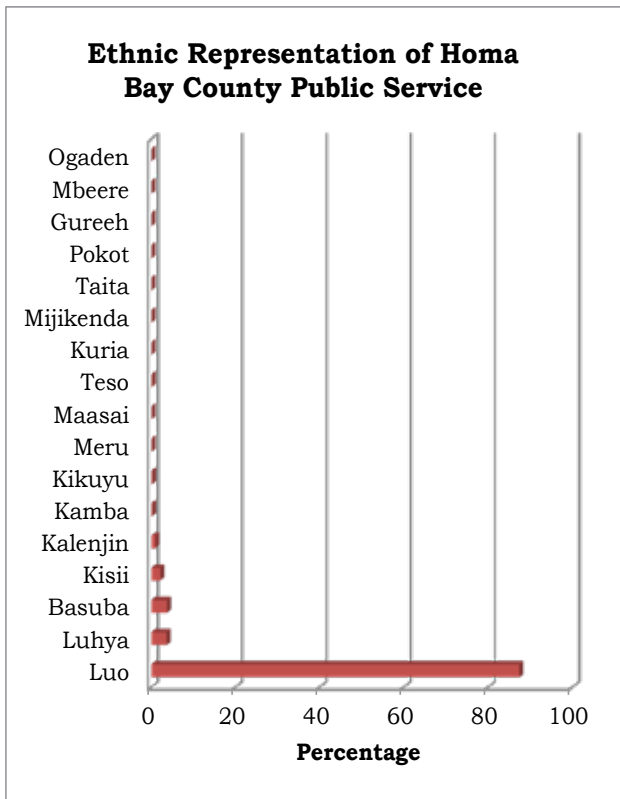
*General County Public Service*

Homa Bay County has 3,676 members of staff<sup>43</sup>. Most of the employees are from the Luo community at 87.4. It has contravened the CGA.

<sup>43</sup> Homa Bay County submitted its staff data on 1<sup>st</sup> April 2015.

**Table 219: Ethnic Representation in the Homabay County Public Service**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Luo                 | 3213          | 87.4              |
| 2  | Luhya               | 139           | 3.7               |
| 3  | Basuba              | 141           | 3.9               |
| 4  | Kisii               | 84            | 2.3               |
| 5  | Kalenjin            | 40            | 1.1               |
| 6  | Kamba               | 12            | 0.6               |
| 7  | Kikuyu              | 11            | 0.3               |
| 8  | Meru                | 7             | 0.1               |
| 9  | Maasai              | 6             | 0.1               |
| 10 | Teso                | 8             | 0.2               |
| 11 | Kuria               | 5             | 0.1               |
| 12 | Mijikenda           | 3             | 0.06              |
| 13 | Taita               | 2             | 0.04              |
| 14 | Pokot               | 2             | 0.04              |
| 15 | Somali              | 2             | 0.04              |
| 16 | Mbeere              | 1             | 0.02              |
|    | <b>Total</b>        | <b>3676</b>   | <b>100</b>        |



**Figure 85: Ethnic Representation in the Homabay County Public Service**

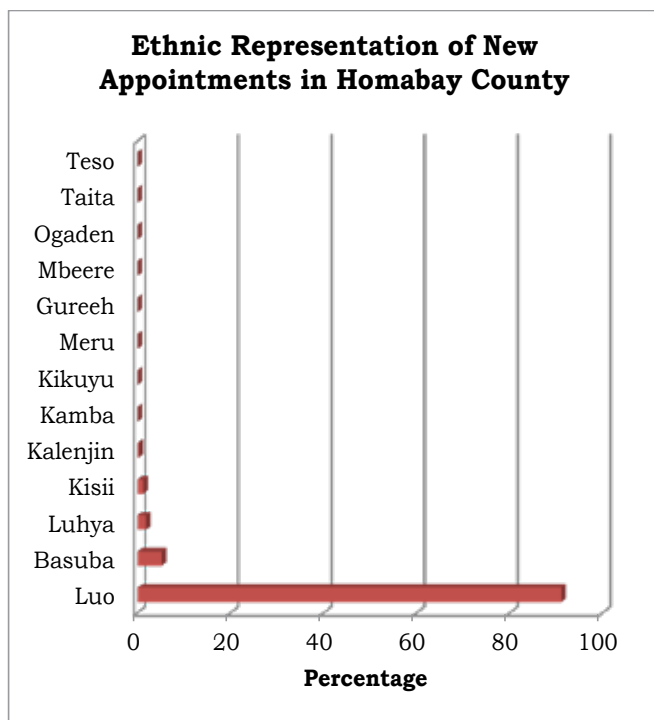
### *New Appointments*

The County has undertaken 1,696 recruitments since 2013 to date. Majority of the employees who are from the Luo community form 91.1% of the total number employed. This contravenes with section 65 of the CGA because it skews employment against the non-dominant groups which should be accorded at least 30%.

**Table 220: Ethnic Distribution of new employees in Homabay County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 1545          | 91.1              |
| 2 | Basuba              | 88            | 5.1               |
| 3 | Luhya               | 31            | 1.7               |
| 4 | Kisii               | 22            | 1.2               |
| 5 | Kalenjin            | 5             | 0.3               |
| 6 | Kamba               | 2             | 0.1               |
| 7 | Kikuyu              | 2             | 0.1               |

|    |        |              |            |
|----|--------|--------------|------------|
| 8  | Meru   | 2            | 0.1        |
| 9  | Gureeh | 1            | 0.06       |
| 10 | Mbeere | 1            | 0.06       |
| 11 | Ogaden | 1            | 0.06       |
| 12 | Taita  | 1            | 0.06       |
| 13 | Teso   | 1            | 0.06       |
|    |        | <b>1,696</b> | <b>100</b> |



**Figure 86: Ethnic Distribution of new employees in Homabay County**

#### *County Assembly Employees*

Homabay county assembly has 52 members of staff, a majority of whom are Luo at 88.5%. It has contravened the CGA.

**Table 221: Ethnic distribution of Homa-bay county assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Luo          | 46        | 88.5       |
| 2.  | Suba         | 3         | 5.8        |
| 3.  | Kalenjin     | 2         | 3.8        |
| 4.  | Kisii        | 1         | 1.9        |
|     | <b>Total</b> | <b>52</b> | <b>100</b> |

*County Public Service Board*

The CPSB of Homabay County has five members from two ethnic groups as shown in the following table.

**Table 222: Ethnic Diversity in the CPSB of Homabay County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Luo                 | 3             | 60.0              |
| 2. | Suba                | 2             | 40.0              |
|    |                     | <b>5</b>      | <b>100</b>        |

*County Executive Committee*

The members of the CEC are eight members. It is skewed towards Luo community.

**Table 223: Ethnic Audit of the CEC in Homabay County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 5             | 62.5              |
| 2 | Suba                | 3             | 37.5              |
|   | <b>Total</b>        | <b>8</b>      | <b>100</b>        |

**4.44 Migori County***Introduction*

Migori County is located in the now defunct Nyanza province. The County has a population of 917,170. The county has four sub-counties namely Rongo, Awendo, Migori and Kuria.

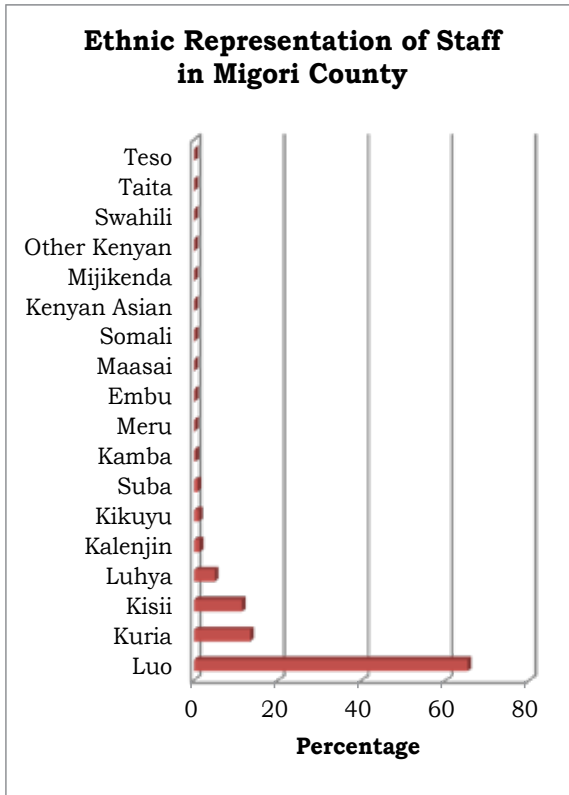
*General County Public Service*

Migori County has 1,843 members of staff.<sup>44</sup> Most of these staff are from the Luo community comprising of 65.2% of the workforce. The County has complied with the CGA.

<sup>44</sup> Migori County submitted its staff data on 19<sup>th</sup> March 2015.

**Table 224: Ethnic Distribution among all Staff in Migori County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1          | Luo                 | 1202          | 65.2              |
| 2          | Kuria               | 247           | 13.4              |
| 3          | Kisii               | 210           | 11.3              |
| 4          | Luhya               | 92            | 5.0               |
| 5          | Kalenjin            | 26            | 1.4               |
| 6          | Kikuyu              | 23            | 1.2               |
| 7          | Suba                | 17            | 0.8               |
| 8          | Kamba               | 8             | 0.4               |
| 9          | Meru                | 4             | 0.2               |
| 10         | Embu                | 3             | 0.2               |
| 11         | Somali              | 3             | 0.2               |
| 12         | Maasai              | 2             | 0.1               |
| 13         | Kenyan Asian        | 1             | 0.1               |
| 14         | Mijikenda           | 1             | 0.1               |
| 15         | Other Kenyan        | 1             | 0.1               |
| 16         | Swahili             | 1             | 0.1               |
| 17         | Taita               | 1             | 0.1               |
| 18         | Teso                | 1             | 0.1               |
|            | <b>Total</b>        | <b>1,843</b>  | <b>100</b>        |

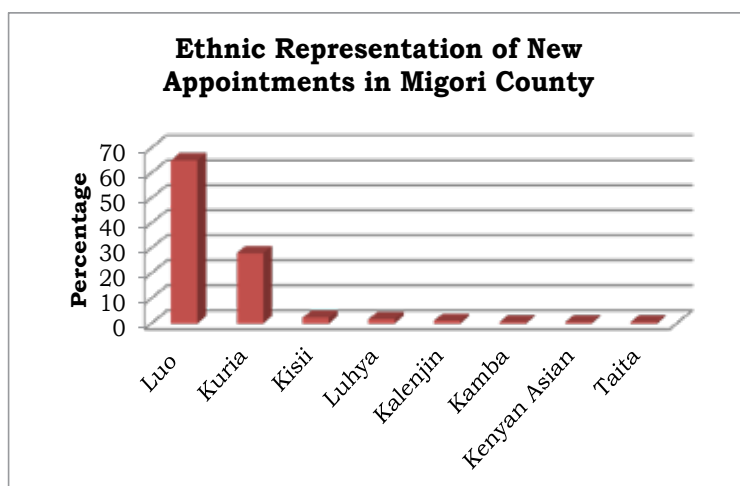


### *New Appointments*

Migori County has hired 175 employees as at the date of submission. 65.1% of these employees are from the Luo community. The County is in compliance with section 65 of the CGA since they have accorded more than 30% of their posts to non-dominant ethnic groups.

**Table 225: Ethnic Diversity among New Employees in Migori County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 114           | 65.1              |
| 2 | Kuria               | 49            | 28.0              |
| 3 | Kisii               | 4             | 2.3               |
| 4 | Luhya               | 3             | 1.7               |
| 5 | Kalenjin            | 2             | 1.1               |
| 6 | Kamba               | 1             | 0.6               |
| 7 | Kenyan Asian        | 1             | 0.6               |
| 8 | Taita               | 1             | 0.6               |
|   | <b>Total</b>        | <b>175</b>    | <b>100</b>        |



**Figure 87: Ethnic Diversity among New Employees in Migori County**

#### *County assembly employees*

Migori county assembly has 65 employees with Luo being the largest at 69.2% hence it has complied with the CGA as shown in the table below:

**Table 226: Ethnic profiling of Migori county assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1.  | Luo          | 45        | 69.2       |
| 2.  | Kuria        | 13        | 20.0       |
| 3.  | Suba         | 3         | 4.6        |
| 4.  | Embu         | 1         | 1.5        |
| 5.  | Kisii        | 1         | 1.5        |
| 6.  | Luhya        | 1         | 1.5        |
| 7.  | Somali       | 1         | 1.5        |
|     | <b>Total</b> | <b>65</b> | <b>100</b> |

#### *County Public Service Board*

The County has six members in the CPSB, who are from three ethnic groups as shown below.

**Table 227: Ethnic Audit of the CPSB in Migori County**

|   | Ethnic Group | Number   | Percentage |
|---|--------------|----------|------------|
| 1 | Luo          | 4        | 66.6       |
| 2 | Kuria        | 1        | 16.7       |
| 3 | Taita        | 1        | 16.7       |
|   | <b>Total</b> | <b>6</b> | <b>100</b> |

*County Executive Committee*

There are ten members of the CEC. The composition is skewed towards Luo community who occupy six posts. Their representation is shown in the table below.

**Table 228: Ethnic Representation in the CEC of Migori County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Luo                 | 6             | 60.0              |
| 2 | Kuria               | 3             | 30.0              |
| 3 | Luhya               | 1             | 10.0              |
|   | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.45 Kisii County***Introduction*

Kisii County is located in the now defunct Nyanza province. The County has a population of 1,152,281 people (Census, 2009) and is headquartered at Kisii town. Kisii County has five sub counties including Kisii Central, Kisii South, Gucha, Gucha South and Masaba.

*General County Public Service*

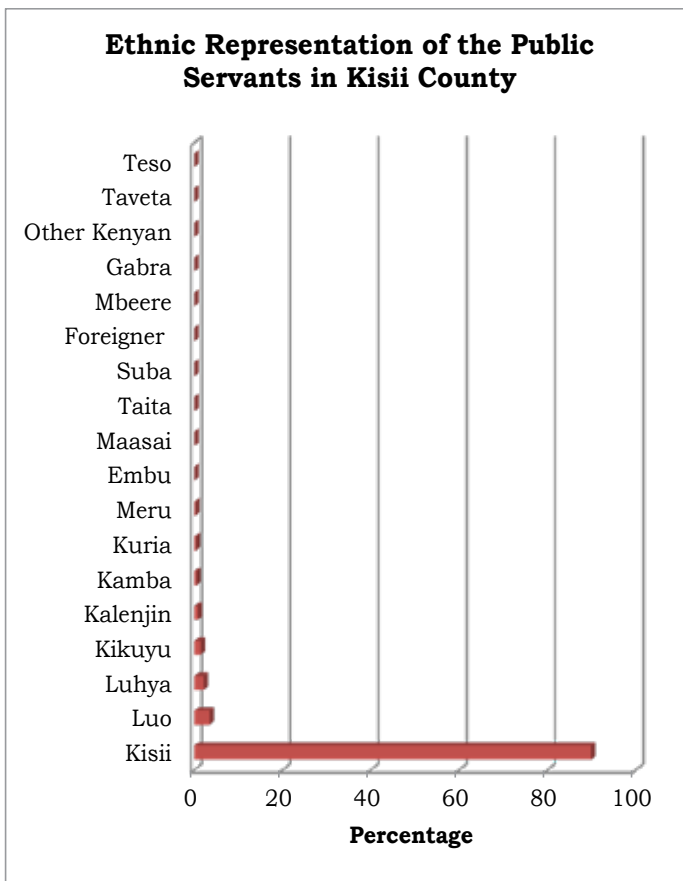
Kisii County has 3,606 county public servants<sup>45</sup> with the Kisii being the majority at 89.9%. The County has contravened the CGA.

**Table 229: Ethnic diversity of the Public Servants in Kisii County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Kisii               | 3244          | 89.9              |
| 2  | Luo                 | 128           | 3.5               |
| 3  | Luhya               | 80            | 2.3               |
| 4  | Kikuyu              | 54            | 1.6               |
| 5  | Kalenjin            | 30            | 0.9               |
| 6  | Kamba               | 19            | 0.5               |
| 7  | Kuria               | 15            | 0.4               |
| 8  | Meru                | 12            | 0.3               |
| 9  | Embu                | 7             | 0.11              |
| 10 | Maasai              | 4             | 0.1               |
| 11 | Taita               | 3             | 0.09              |

<sup>45</sup>Kisii County submitted its data on 18<sup>th</sup> March 2015.

|    |               |             |            |
|----|---------------|-------------|------------|
| 12 | Suba          | 2           | 0.06       |
| 13 | Foreigner     | 2           | 0.06       |
| 14 | Mbeere        | 2           | 0.06       |
| 15 | Gabra         | 1           | 0.03       |
| 16 | Other Kenyan  | 1           | 0.03       |
| 17 | Taveta        | 1           | 0.03       |
| 18 | Teso          | 1           | 0.03       |
|    | <b>Totals</b> | <b>3606</b> | <b>100</b> |



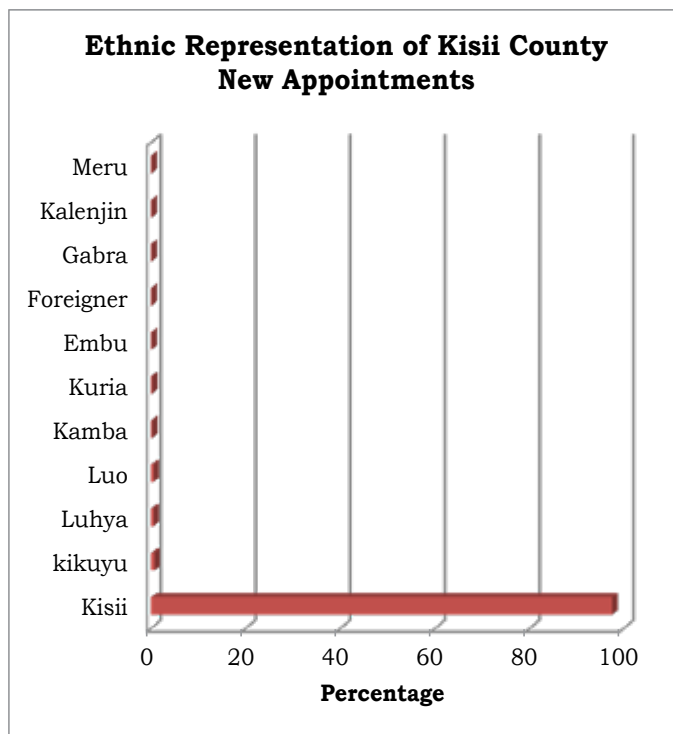
**Figure 88: Ethnic diversity of the Public Servants in Kisii County**

### *New Appointments*

Kisii County had hired 1,308 members of staff as at the time of submission of this data. 97.5% of the hired staffs are from the Kisii community. Therefore, the County flouts the provisions of the Constitution, the NCI Act and the CGA on representation of diversity.

**Table 230: Ethnic Representation in the New Appointments done by Kisii County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Kisii               | 1275          | 97.5              |
| 2  | kikuyu              | 9             | 0.6               |
| 3  | Luhya               | 7             | 0.5               |
| 4  | Luo                 | 7             | 0.5               |
| 5  | Kamba               | 3             | 0.2               |
| 6  | Kuria               | 2             | 0.2               |
| 7  | Embu                | 1             | 0.1               |
| 8  | Foreigner           | 1             | 0.1               |
| 9  | Gabra               | 1             | 0.1               |
| 10 | Kalenjin            | 1             | 0.1               |
| 11 | Meru                | 1             | 0.1               |
|    | <b>Total</b>        | <b>1308</b>   | <b>100</b>        |

**Figure 89: Ethnic Representation in the New Appointments done by Kisii County**

*County Assembly Employees*

Kisii County Assembly composes of 50 employees, 94% of them being Kisii community. It has contravened the CGA as shown in the table below:

**Table 151: Kisii county assembly general staff**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kisii               | 47            | 94.0              |
| 2. | Kikuyu              | 1             | 2.0               |
| 3. | Kuria               | 1             | 2.0               |
| 4. | Meru                | 1             | 2.0               |
|    | <b>Total</b>        | <b>50</b>     | <b>100</b>        |

*County Public Service Board*

The CPSB in Kisii County has seven members from one ethnic group, the Kisii. This is illustrated in the table below:

**Table 231: Ethnic Identity of members of the CPSB of Kisii County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kisii               | 7             | 100               |

*County Executive Committee*

The CEC of Kisii County has 10 members, whose composition is skewed towards the Kisii community who hold nine posts as shown in the table below.

**Table 232: Ethnic composition of the CEC in Kisii County**

|   | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|---|---------------------|---------------|-------------------|
| 1 | Kisii               | 9             | 90.0              |
| 2 | Kikuyu              | 1             | 10.0              |
|   | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

**4.46 Nyamira County***Introduction*

Nyamira County is located in the former Nyanza Province with Nyamira as its capital. The county has a population of 598,252 (2009 census).

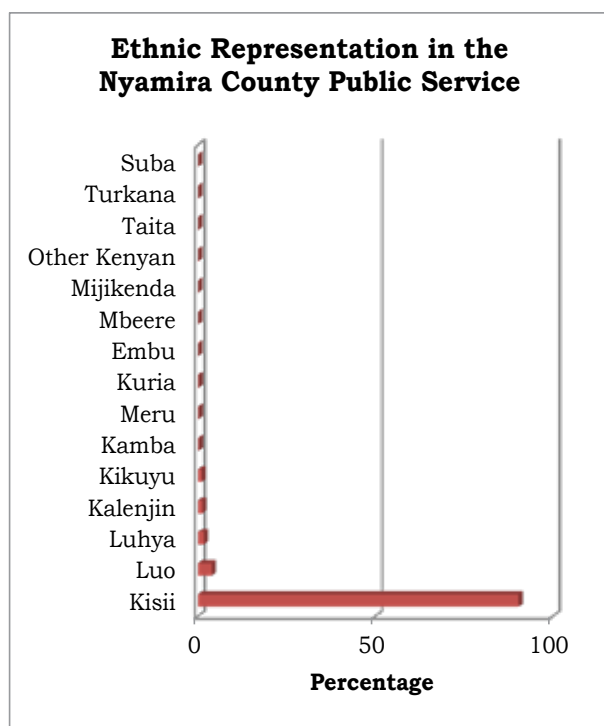
*General County Public Service*

The County has 1,868 members of staff in the county public service<sup>46</sup>. It has contravened the CGA with the largest community being Kisii at 90.4%

**Table 233: Ethnic Distribution of Staff in Nyamira County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Kisii               | 1689          | 90.4              |
| 2  | Luo                 | 74            | 3.9               |
| 3  | Luhya               | 33            | 1.7               |
| 4  | Kalenjin            | 25            | 1.2               |
| 5  | Kikuyu              | 21            | 1.1               |
| 6  | Kamba               | 8             | 0.4               |
| 7  | Meru                | 6             | 0.3               |
| 8  | Kuria               | 5             | 0.3               |
| 9  | Embu                | 1             | 0.1               |
| 10 | Mbeere              | 1             | 0.1               |
| 11 | Mijikenda           | 1             | 0.1               |
| 12 | Other Kenyan        | 1             | 0.1               |
| 13 | Taita               | 1             | 0.1               |
| 14 | Turkana             | 1             | 0.1               |
| 15 | Suba                | 1             | 0.1               |
|    | <b>Total</b>        | <b>1868</b>   | <b>100</b>        |

<sup>46</sup> Nyamira County submitted its data on 12<sup>th</sup> February 2015.



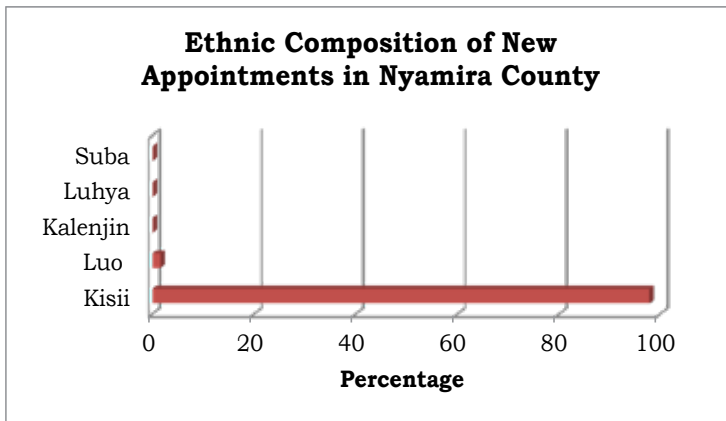
**Figure 90: Ethnic Distribution of Staff in Nyamira County**

### *New Appointments*

The County has recruited 610 members of staff since its inception. Most of the employed candidates are from the Kisii community. In fact, Nyamira County contravenes the provision of section 65 of the CGA because the majority of employees are composed of 97.9%.

**Table 234: Ethnic Diversity in New Deployments within Nyamira County**

| No. | Ethnic Group | Number     | Percentage |
|-----|--------------|------------|------------|
| 1   | Kisii        | 597        | 97.9       |
| 2   | Luo          | 10         | 1.5        |
| 3   | Kalenjin     | 1          | 0.2        |
| 4   | Luhya        | 1          | 0.2        |
| 5   | Suba         | 1          | 0.2        |
|     | <b>Total</b> | <b>610</b> | <b>100</b> |



**Figure 91: Ethnic Diversity in New Deployments within Nyamira County**

#### *County Assembly employees*

Nyamira county assembly has 96 members of staff. Of these, 99% are Kisii. The Assembly has contravened the CGA as shown in the table below:

**Table 235: Ethnic representation of Nyamira County Assembly staff**

| No. | Ethnic Group | Number    | Percentage |
|-----|--------------|-----------|------------|
| 1   | Kisii        | 95        | 99         |
| 2   | Suba         | 1         | 1          |
|     | <b>Total</b> | <b>96</b> | <b>100</b> |

#### *County Public Service Board Members*

The CPSB in Nyamira County has seven members from two ethnic groups. It is skewed towards the Kisii community who occupy six positions as illustrated in the Table below.

**Table 236: Ethnic Audit of the CPSB in Nyamira County**

|   | Ethnic Group | Number   | Percentage |
|---|--------------|----------|------------|
| 1 | Kisii        | 6        | 85.7       |
| 2 | Luo          | 1        | 14.3       |
|   | <b>Total</b> | <b>7</b> | <b>100</b> |

#### *County Executive Committee*

The Kisii County CEC is composed of ten members; all from the Kisii community. It is mono-ethnic

**Table 237: Ethnic profile of the CEC in Nyamira County**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1. | Kisii               | 10            | 100               |

#### 4.47 Nairobi County

##### *Introduction*

Nairobi County whose capital is Nairobi, hosts Kenya's largest city. Nairobi County was founded on the same boundaries as Nairobi Province, after Kenya's 8 provinces were subdivided into 47 counties. The County hosts an estimated population of 3.138 Million persons (Census, 2009).

The Sub Counties of Nairobi include Kibra, Dagoretti South, Dagoretti North, Makadara, Kamukunji, Lang'ata, Roysambu, Starehe, Embakasi south, Embakasi North, Embakasi West, Embakasi East, Kasarani, CBD, Ruaraka and Westlands.

##### *General County Public Service*

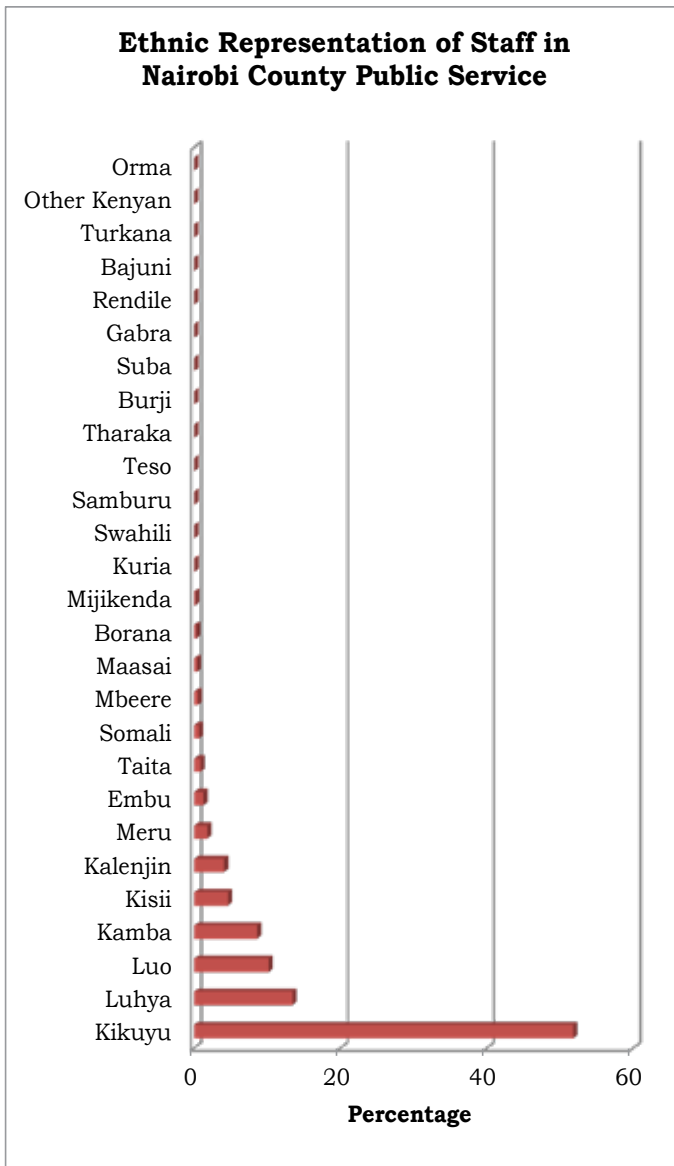
The County has 11,067 county public servants<sup>47</sup>. It is in compliance with the CGA, with the Kikuyu being the largest at 51.8%.

**Table 238: Ethnic Representation of all staff in Nairobi County public service**

|    | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|----|---------------------|---------------|-------------------|
| 1  | Kikuyu              | 5742          | 51.8              |
| 2  | Luhya               | 1489          | 13.4              |
| 3  | Luo                 | 1138          | 10.2              |
| 4  | Kamba               | 958           | 8.7               |
| 5  | Kisii               | 517           | 4.7               |
| 6  | Kalenjin            | 458           | 4.2               |
| 7  | Meru                | 208           | 1.9               |
| 8  | Embu                | 151           | 1.4               |
| 9  | Taita               | 100           | 0.9               |
| 10 | Somali              | 77            | 0.8               |
| 11 | Mbeere              | 65            | 0.6               |
| 12 | Maasai              | 54            | 0.4               |

<sup>47</sup> Nairobi County submitted the composition of its staff early 2015.

|    |              |              |            |
|----|--------------|--------------|------------|
| 13 | Borana       | 36           | 0.3        |
| 14 | Mijikenda    | 22           | 0.2        |
| 15 | Kuria        | 11           | 0.1        |
| 16 | Swahili      | 8            | 0.09       |
| 17 | Samburu      | 7            | 0.06       |
| 18 | Teso         | 6            | 0.05       |
| 19 | Tharaka      | 5            | 0.05       |
| 20 | Burji        | 4            | 0.04       |
| 21 | Suba         | 3            | 0.03       |
| 22 | Gabra        | 2            | 0.02       |
| 23 | Rendile      | 2            | 0.02       |
| 24 | Bajuni       | 1            | 0.01       |
| 25 | Turkana      | 1            | 0.01       |
| 26 | Other Kenyan | 1            | 0.01       |
| 27 | Orma         | 1            | 0.01       |
|    | <b>Total</b> | <b>11067</b> | <b>100</b> |



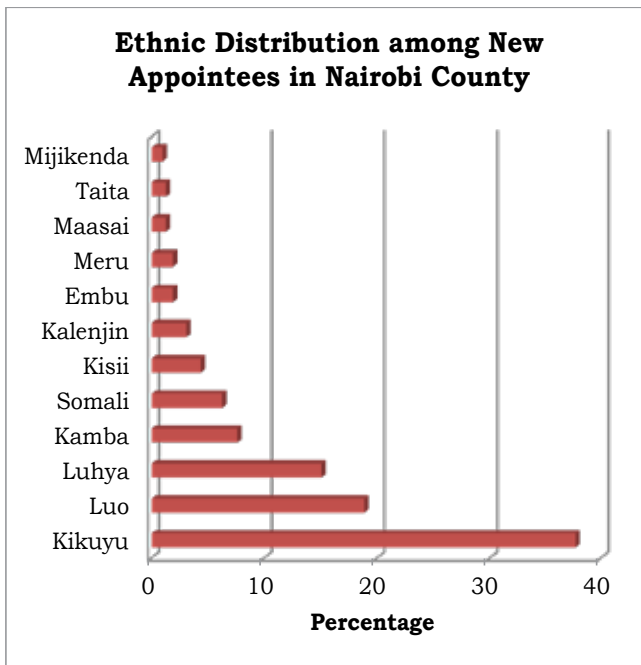
**Figure 92: Ethnic Representation of all staff in Nairobi County public service**

### *New Appointments*

The County had hired 159 staff as at the time of submission of data. Most of the employees hired are from the Kikuyu community. Nairobi County complies with section 65 of the CGA because it affords non-dominant communities more than 30% of the vacancies.

**Table 239: Ethnic Distribution among New appointees in Nairobi County**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Kikuyu              | 60            | 37.7              |
| 2.  | Luo                 | 30            | 18.8              |
| 3.  | Luhya               | 24            | 15.0              |
| 4.  | Kamba               | 12            | 7.5               |
| 5.  | Somali              | 10            | 6.2               |
| 6.  | Kisii               | 7             | 4.3               |
| 7.  | Kalenjin            | 5             | 3.1               |
| 8.  | Embu                | 3             | 1.9               |
| 9.  | Meru                | 3             | 1.9               |
| 10. | Maasai              | 2             | 1.3               |
| 11. | Taita               | 2             | 1.3               |
| 12. | Mijikenda           | 1             | 1.0               |
|     | <b>Totals</b>       | <b>159</b>    | <b>100</b>        |

**Figure 93: Ethnic Distribution among New appointees in Nairobi County County Assembly Employees**

Nairobi County Assembly has 136 employees. The Assembly has complied with the CGA with the Luo being the largest at 23.5% as shown in the table below:

**Table 240: Nairobi County Assembly staff ethnic representation**

|     | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|-----|---------------------|---------------|-------------------|
| 1.  | Luo                 | 32            | 23.5              |
| 2.  | Kamba               | 25            | 18.4              |
| 3.  | Kikuyu              | 21            | 15.4              |
| 4.  | Luhya               | 17            | 12.6              |
| 5.  | Kalenjin            | 10            | 7.4               |
| 6.  | Maasai              | 10            | 7.4               |
| 7.  | Somali              | 5             | 3.7               |
| 8.  | Kisii               | 5             | 3.7               |
| 9.  | Meru                | 4             | 2.9               |
| 10. | Mijikenda           | 2             | 1.5               |
| 11. | Rendille            | 1             | 0.7               |
| 12. | Orma                | 1             | 0.7               |
| 13. | Kuria               | 1             | 0.7               |
| 14. | Borana              | 1             | 0.7               |
| 15. | Other kenyan        | 1             | 0.7               |
|     | <b>Total</b>        | <b>136</b>    | <b>100</b>        |

*County Public Service Board*

Nairobi County has seven members of the CPSB. It is the most representative board as it draws each member from a different ethnic group.

**Table 241: Ethnic Diversity in Nairobi County's CPSB**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kikuyu              | 1             | 14.3              |
| 2.         | Embu                | 1             | 14.3              |
| 3.         | Kamba               | 1             | 14.3              |
| 4.         | Kalenjin            | 1             | 14.3              |
| 5.         | Luo                 | 1             | 14.3              |
| 6.         | Kisii               | 1             | 14.3              |
| 7.         | Maasai              | 1             | 14.3              |
|            | <b>Total</b>        | <b>7</b>      | <b>100</b>        |

*County Executive Committee*

There are ten members of the CEC in Nairobi County. It comprises of six different ethnic groups, as shown in the table below:

**Table 242: Ethnic Audit of CEC members in Nairobi County**

| <b>No.</b> | <b>Ethnic Group</b> | <b>Number</b> | <b>Percentage</b> |
|------------|---------------------|---------------|-------------------|
| 1.         | Kikuyu              | 3             | 30.0              |
| 2.         | Kamba               | 2             | 20.0              |
| 3.         | Luo                 | 2             | 20.0              |
| 4.         | Kisii               | 1             | 10.0              |
| 5.         | Somali              | 1             | 10.0              |
| 6.         | Taita               | 1             | 10.0              |
|            | <b>Total</b>        | <b>10</b>     | <b>100</b>        |

## **CHAPTER FIVE: EMERGING ISSUES, CONCLUSIONS AND RECOMMENDATIONS**

### **5.0 Emerging Issues**

#### *Stereotypes and Misconceptions about Counties*

The study revealed that some counties were faced with socio-cultural obstacles to attract skilled and professional personnel from outside their boundaries owing to strongly held stereotypes about them. For example, Kisumu CPSB mentioned that most professionals' interest to apply for jobs there may be reduced due to the perception that the county has a high prevalence of Malaria, high rates of HIV/AIDS infections, and intolerable weather. Such assumptions are detrimental in the long run, particularly because they reduce the opportunity to enhance ethnic cohesion in such counties.

#### *Fear of the Unknown*

Perceptions of insecurity and reduced safety have informed the fear of Kenyans to work in some parts of the country. People seem to feel more secure and safe near 'home'. Persistent ethnic clashes, calculated terrorist attacks and continued incidents of insecurity that abound in several parts of this country were some of the factors that informed this fear. This state of affairs has been reinforced by the alarm that events akin to the 2007/08 post-election violence where communities ganged against each other may reoccur.

The study also observed that most county employees are seeking for transfer to go back to their 'home counties'. Transfers are currently being channeled through the Transition Authority. Some counties attempted to hold onto staff representing non-dominant ethnic groups despite having received their transfer requests. This is due to the fear that allowing many employees from the non-dominant communities to move may make the county fall short of its legal obligations on representation of diversity. Some employees just left unceremoniously.

The study observed that the county public service is required to create a working environment that is not only professional, but whose design increases a sense of belonging among the staff regardless of their ethnic affiliation. In trying to understand the growth in numbers of transfer requests to "own or home bound counties" as well as increased number of employment applications from the dominant ethnic groups, the study assessed the role of a conducive

working environment. It reveals that a working environment where majority if not all members belong to one ethnic group reduces chances of achieving an ideal work environment.

One factor of a non-conducive environment is the use of local language in the office. The Constitution provides that the two official languages in Kenya are English and Kiswahili. However, the corridors of county offices speak of a different story. The composition of CPSBs and CECs also show that official meetings may be done in local languages in some counties.

#### *Lack of Independence of Public Service Boards and Political Interference*

The study took cognizance of the fact that Public Service Boards are a creation of the County Government Act of 2012. Despite having functions and powers under section 59 of the Act, most CPSBs were of the opinion that their independence is not guaranteed as there was a lot of interference from both the Governors' offices and the county assemblies, which reduced levels of objectivity on matters of recruitment and hence composition of the county public service.

Although the law is clear on the roles of the various organs, most county employment structures including the county public service boards and the county assembly service board operate sometimes under the threat of or on the exigencies provided by the Governor or the county assemblies. The study asserts that institutions whose independence is unrivalled are likely to make objective decisions in whichever assignment they decide to undertake.

#### *Inadequacy of the Institutional Checks and Balances*

The intention of creating three employment organs in the counties i.e. the county assemblies, the county governor and the county public service boards with distinct roles, was to promote accountability, transparency and integrity in most governance processes within the county's jurisdiction. However, it was noted that there were inadequate cross reference and checking systems across these organs thereby creating a lacuna in the recruitment process. Additionally, the law has not provided for a remedy whenever a deadlock situation arises where county assemblies reject the recruitment list from the CPSB or whenever the board is bypassed by the Governor when undertaking nominations.

### *Balancing Diversity and Merit*

Most CPSBs wondered whether diversity and merit can be upheld together. The study made reference to the CGA section 65, which provides that ‘in selecting candidates for appointment, the public service board shall consider the need for open and transparent recruitment of public servants, and in determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.’ Therefore, the employer needs to find a balance between the three principles espoused in this provision.

### *Misinterpretation of Section 65 of CGA*

The study appreciated the “purported ambiguities” noted by many counties who made claims that section 65 was not clear about what it meant by dominant ethnicities. While some argued that it is numeric dominance, others felt that it could be financial or political dominance. The study however, observed that section 65 was indicative of the threshold set forth i.e. the seventy percent cap for dominant communities and at least thirty percent reservation for non-dominant communities. In this context therefore, the study denoted that the recruitment agency ought to ensure that no community singly gets more than 70% of the posts at entry level regardless of whether it is dominant or not.

### *Emerging Ethnicities*

The study points to the observation of the existence of some ethnic groups that are completely locked out of the Kenya Housing and Population Census Report of 2009. These include the Wardei and Malakote.

## **5.1 Conclusions**

The findings of this Report allude to the fact that employment in the county public service is not only inequitable but skewed towards the dominant groups in the County. Additionally, there are communities that are highly underrepresented yet others, such as the Dasenach Shangila, Leysan, and Galjeel are completely excluded from accessing these opportunities. The country and the county governments must focus attention to this crisis and implement strategies that will address these inequalities. If equitable distribution of public employment is enhanced, feelings of exclusion, marginalization and tension could be averted leading to a less tense society.

## **5.2 Recommendations**

There are several recommendations made by the Commission on how these inequalities may be addressed.

### **County Governments**

#### *Annual Reporting*

The Commission recommends all County Public Service Boards to undertake annual ethnic and diversity audits of the county public service. This report shall be submitted to the Commission at an agreed date annually with the aim of monitoring the progress of counties in complying with the law.

#### *Bar the use of local languages in the County Offices*

Speaking local languages in the office alienates and excludes non-speakers. To ensure a conducive working environment for a diverse work force, counties need to ensure that local languages are not used in the office.

#### *County Demystification Strategies*

County Governments should work collaboratively with NCIC to facilitate a process of sensitization amongst Kenyans of different backgrounds on cohesion matters with a view to increase understanding about regions (counties) and the people hence reduce stereotyping. This intervention may include production of County Information Source books (fact sheets).

Other measures the counties should put in place include:

- a) The Council of Governors, chairs of CPSBs and the Inter-Governmental Relations Agency should initiate an inter-county transfer system
- b) Counties need to generate schemes of service for the positions in the county public service

### **National Government and Institutions**

#### *Modular Learning for Employment Organs*

Revelations across County Public Service Boards and the County Assembly Service Boards indicated that most of the uninclusive recruitments were due to little understanding or misinterpretation of the legal and policy framework that guided the functioning of the county governance structures. The Kenya School of Government needs to establish continuous and modular learning processes for the CPSBs and CASBs, on the various statutes, policy documents and related changes when and if they occur.

### *Operationalize the Affirmative Action*

The CGA under section 97 (d) in pursuance to Article 56 of the Constitution exhort the county employment agencies to put in place mechanisms that promote and protect interests of the minority groups in constituting the county public service. In order to undertake this assignment successfully, there is the need to develop a County Minority Register (CMR) of the minority and marginalized communities with an aim of tracking the progressive attainment of inclusion and fair representation in county public service.

### *Grassroots Inter Community Reconciliation Program*

It is evident that many inter community animosities have been at play in this country for some considerable amount of time. The fact that most public servants in the county public service prefer to work in 'home counties' is something that was unheard of in the public service, illustrates the fear that most live in. This is specifically due to many unresolved conflicts and political interference. Therefore, it is necessary that the country invests in pragmatic grassroots driven reconciliation processes in order to address some of the deep seated conflict drivers across communities.

The Salaries and Remuneration Commission should harmonize salaries across counties to enable transfers.

The Joint parliamentary Committee on National Cohesion and Equal Opportunities should support NCIC's request for increased funding to implement cohesion strategies.

## **National Cohesion and Integration Commission**

### *Capacity Building of County Public Service Boards/ county organs*

The NCIC should collaborate with the office of the Governor in all counties to build the capacity of all county organs in response to their function of evaluating and reporting to the county assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the county public service (Section 59 of the CGA).

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