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**COUNTY ASSEMBLY OF BUNGOMA
OFFICE OF THE CLERK**

THIRD SESSION

COUNTY ASSEMBLY OF BUNGOMA
(LPCS)
10 SEP 2024
TABLED
By: *Hon. P. Sevo*

**COMMITTEE ON JUSTICE, COHESION AND LEGAL
AFFAIRS**

COUNTY ASSEMBLY OF BUNGOMA
(LPCS)
10 SEP 2024
NOTICE ISSUED
By: *Hon. P. Sevo*

**REPORT ON THE SCRUTINY OF ETHNIC & DIVERSITY
AUDIT OF THE COUNTY PUBLIC SERVICE 2023**

**Clerks Chambers
County Assembly Buildings
P.O BOX 1886 - 50200
BUNGOMA, KENYA**

August 2024

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EXECUTIVE SUMMARY

Diversity describes the empowerment and representation of different cultures, genders, religions, ethnicities, disabilities, educational backgrounds, and sexual orientations, and how these different forms of identity interact with each other. Every individual has their own unique sense of self that stems from these different aspects of diversity. Gathering together a diverse group of individuals brings new perspectives and experiences, allowing innovation, connectivity, and encouraging a wider mindset.

Diversity is important both in society and in various contexts such as the workplace, education, and communities. Some of the reasons why we need to promote diversity include; Enhances creativity and innovation, Better decision-making, encourages learning and personal growth, Reflects and serves the needs of diverse populations, fosters inclusivity and promotes Social justice and equity

Diversity and inclusion can bring many benefits such as higher performance, greater innovation, and a more positive environment for both employees and other associates or customers. This is why diversity and inclusion is important for a Country as a whole and all stakeholders in various sectors of the economy are tasked to promote and embrace this phenomenon in their operations.

CHAPTER ONE

1.1. PREFACE

Hon. Speaker,

The Objectives of the report are:

- To identify legal framework for diversity
- To analyse the diversity status among county public service in Kenya
- To outline efforts to improve diversity in Bungoma County

1.2. COMMITTEE MEMBERSHIP

The Committee on Justice, Cohesion & Legal Affairs as currently constituted comprises the following Members;

1. Hon. Jacob Psero	Chairperson
2. Hon. Everlyne Anyango	Vice chair person
3. Hon. George Makari	Member
4. Hon. Francis Chemion	Member
5. Hon. Everlyne Mutiambu	Member
6. Hon. Jeremiah Kuloba	Member
7. Hon. Timothy Chikati	Member
8. Hon. Edwin Opwora	Member
9. Hon. Sheila Sifuma	Member
10. Hon. Idd Owongo	Member
11. Hon. Linda Kharakha	Member

1.2. THE MANDATE OF THE COMMITTEE

Hon. Speaker, the mandate of the Committee is outlined in Standing Order 213 & 225(1)(2) as follows:

- a) Carry out matters of Constitutional affairs, administration of Law and Justice, including ethics, integrity, elections and human rights; and all petitions save for Petitions under Standing Order 78(5);

- b) Monitor and promote measures relating to policy and program initiatives in pursuit of Peace and County cohesion.
- c) Investigate, inquire into and report on all matters relating to inter-community cohesion in the County.
- d) Monitor and promote measures designed to enhance the equalization of opportunities and improvement in the quality of life and status of all persons, including persons who are marginalized on the basis of gender, age, disability, health status, ethnic, racial, cultural or religious background or affiliation or any other such ground.
- e) Investigate, inquire into and report on all matters relating to discrimination or marginalization of persons referred to under subparagraph(d);
- f) Make proposals to County Assembly including Legislative proposals for the protection, equalization of opportunities and promotion of the welfare of the groups referred to under sub paragraph (d) and
- g) Examine the activities and administration of all County Departments and statutory bodies in so far as they relate to the rights and welfare of the persons referred to under subparagraph (d)

1.4 ACKNOWLEDGEMENT

Hon. Speaker,

I would like to take this opportunity to extend my gratitude to the offices of the Speaker and the Clerk of the County Assembly for their invaluable logistical support, which greatly contributed to the successful completion of the report.

It is now my distinct privilege, on behalf of the Committee on Justice, Cohesion & Legal Affairs, to present this report to the County Assembly for its consideration and adoption.

Signed..........Date..........

HON.JACOB PSERO MARUGAA, MCA CHESIKAKI

CHAIRPERSON JUSTICE , COHESION AND LEGAL AFFAIRS

CHAPTER TWO

2.0 LEGAL FRAMEWORK ON DIVERSITY

This Chapter explores the relevant international, regional and national legal and policy guidelines governing employment within the county public service while enhancing ethnic diversity.

2.1 International and Regional Policy and Legal Frameworks

Kenya has demonstrated its commitment to promoting diversity and equal access to economic resources and employment for all by ratifying and becoming a party to various international and regional frameworks including:

Protocol to the African Charter on Human and People's Rights

Ratified in 1992, the protocol to the African Charter on Human and People's Rights in Article 2 enshrines the principle of non-discrimination on the grounds of race, ethnic group, colour, sex, language, religion, political, or any other opinion, national and social origin, fortune, birth or other status.

ILO Discrimination (Employment and Occupation) Convention (No.111)

The Discrimination Convention (No. 111) was formally adopted in 1958 and entered into force by Kenya in 2001. The Convention lays out a definition for discrimination and forbids distinction, exclusion or preference based on race, colour, sex, religion, political opinion, national extraction, or social origin. Parties to the Convention are required to set up and align national policies to guarantee equality of treatment and opportunity

International Covenant on Economic, Social and Cultural Rights

Kenya is one of the states that have ratified the International Covenant on Economic, Social and Cultural Rights (ICESCR). Article 6 (1) of the convention recognizes the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and the state will take appropriate steps to safeguard this right. Article 6 (2) states the steps to be taken by a State to achieve the full realisation of this right including technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual.

The Framework Convention for the Protection of National Minorities

The Framework Convention for the Protection of National Minorities (FCNM) is a multilateral treaty of the Council of Europe aimed at protecting the rights of minorities. It came into effect in 1998 and by 2009, it had been ratified by 39 member states including Kenya. The state is obligated to ensure equal participation and access of minority groups to national resources including employment opportunities.

2.2 National Policy and Legal Frameworks

The Constitution of Kenya 2010

Chapter 11 of the Constitution of Kenya, 2010 specifically provides for the setting up of the County Governments. Article 174(b) of the Constitution outlines one of the objectives of devolution is to foster national unity by recognizing diversity. Furthermore, 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.

Public Service (Values and Principles) Act

The Public Service (Values and Principles) Act, 2015 gives effect to Article 232 of the Constitution. The Act allows public institutions, for purposes of ensuring representation of men and women, persons with disabilities and members of all ethnic communities, not to unduly rely on merit in making appointments.

National Cohesion and Integration Act

The NCI Act, 2008 prohibits a single community from occupying more than a third of employment positions in State-owned firms. Section 7(1) and (2) of the Act states that all offices shall seek to represent the diversity of the people of Kenya in the employment of staff, and that no public institution shall have more than one-third of its staff from the same community. Section 11(1) (2) proscribes discrimination in access to and distribution of public resources.

(1) Public resources shall be distributed equitably as far as is practicable geographically to take into account Kenya's diversity population and poverty index

(2) It shall be unlawful for any public officer, while in charge of public resources and without justification, to distribute resources in an ethnically inequitable manner

Diversity Policy for the Public Service

Diversity Policy for the Public Service, 2016 requires every public service institution shall foster, cultivate and preserve a culture of respect for diversity by embracing and encouraging an inclusive workforce in terms of age, color, minority and marginalized, disability, ethnicity, family or marital status, gender, language, physical and mental ability, race, religion.

Employment Act, 2007

The Employment Act, 2007 demands that employers promote equal opportunity in order to eliminate discrimination in employment policies and practice. Direct or indirect discrimination with regards to recruitment, training, promotion, terms and conditions of service, and other matters arising out of employment is prohibited. The Act further clarifies that taking affirmative action measures consistent with promotion of equality or elimination of discrimination at the workplace is not discrimination

Public Officer Ethics Act

The Public Officer Ethics Act, 2003 seeks to create an environment that nurtures respect for diversity and call on a public officer to discharge his or her duties in a professional manner and to treat the public and fellow public officers with courtesy and respect.

Establishment of the County Public Service (CPS)

Article 260, defines public service 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 Article 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.

County Government Act 2012

Section 55 of the County Governments Act, sets the objectives of the County Public Service as follows:

- (a) To provide for institutions, systems and mechanisms for human resource utilization and development in a manner that best enhances service delivery by county public service institutions;
- (b) To provide a framework of uniform norms and standards to be applied in all counties;
- (c) To provide for the promotion of the values and principles set out in Articles 10 and 232 of the Constitution in the county public service

2.3 Employment at County Level

As guided by the County Governments Act, the three organs charged with the mandate to employ are;

- 1) The Governor,
- 2) the County Public Service Board,
- 3) the County Assembly Service Board

2.3.1 Governor

The executive arm of the county comprises of the Governor, the Deputy Governor and the executive committee of not more than ten members. Article 179(4) of the Constitution states that the governor is the chief

executive officer of the county; He/she is mandated to appoint the County Executive Committee members, 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, the County Executive Committee with the approval of the County Assembly, in accordance with Article 179 (2b) of the Constitution.

Section 45 of the County Government Act provides the Governor with the powers 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 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, Section 35(1&2) requires the governor to promote democracy, good governance, unity and cohesion as well as peace and order. When nominating members of the executive committee, he/she is to ensure the composition of the executive committee reflects the community and cultural diversity of the county; takes into account the principles of affirmative action as provided for in the Constitution. As a matter of fact, the county assembly is not to approve nominations for appointment to the executive committee that do not take into account —

(a) not more than two thirds of either gender;

(b) representation of the minorities, marginalised groups and communities; and (c) community and cultural diversity within the county.

2.3.2 County Assembly

The legislative arm comprises members of the County Assembly elected from wards and representation from the special interest groups. Each County Assembly has a Speaker who presides over the proceedings of the assembly.

Among key roles of the County Assembly provided in Section 8(1a) of the County Government Act is to vet and approve nominees for appointment to county public offices as provided for in the Act or any other law. Section 35(2) of CGA 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 CGA specifies that constituting offices, appointing and supervising office holders in the County Assembly Service is vested on the County Assembly Service Board.

2.3.3 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. Section 65(1) Matters to take into account during appointments, etc. (1) In selecting candidates for appointment, the County Public Service Board shall consider—

(a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

(e) 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; and

(2) 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.

Further (Section 65 [1e] of the County Governments Act requires the board to ensure that at least 30% of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the 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.

This notwithstanding, Article 234(2i) of the Constitution stipulates that the Public Service Commission should among other functions, hear and determine appeals in respect of county governments' public service. The Constitution as well as the County Governments Act 2012, has placed the responsibility of ensuring equitable distribution of employment in all organs of the county. 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.

CHAPTER THREE

3.1 Ethnic Diversity in County Public Service Employment

a) Compliance Levels within the County Public Service

The County Governments Act (CGA) of 2012 mandates county governments to foster inclusivity in public resource distribution and public service employment. Specifically, Section 65(1)(e) of the Act requires that county public service (CPS) employment organs ensure that not more than 70% of their workforce is from a single ethnic community. , they must reserve at least 30% of entry-level positions for individuals from non-dominant communities within the county.

From the study conducted the data shows a significant discrepancy in compliance with the inclusivity provisions outlined in the CGA 2012. The fact that only 28% of counties are meeting the requirement highlights a substantial gap in the implementation of diversity and inclusivity policies. This non-compliance could potentially affect the equitable distribution of public resources and opportunities among different communities within the counties.

b) Exclusion of Minority Communities in the County Public Service

Diversity in the workplace is a powerful driver of organizational success. The benefit of having diverse team extends beyond just compliance with legal requirements; they significantly enhance organizational performance and resilience.

The study reveals top 10 ethnic groups collectively dominate CPS employment, which reflects a significant concentration of positions among a few communities. This dominance can limit opportunities for other groups

and undermine the principles of diversity and inclusivity mandated by the County Governments Act (CGA) of 2012.

c) Inter-ethnic Interaction in the County Public Service

On employment of other ethnic groups the study revealed that 32 counties (68%) have employed more than 20 ethnic groups, with Nairobi (38), Nakuru (32), Mombasa (31), Kilifi (31), and Marsabit (30) employing more than 30 ethnic groups. Counties that are more inter-ethnically interactive are more likely to comply with legal requirements related to ethnic inclusivity and diversity.

d) PWD Representation in the County Public Service

Persons with Disabilities (PWDs) are significantly underrepresented in the County Public Service, with only 1.14% representation compared to the 5% minimum threshold set by policy. This gap highlights a critical need for enhanced enforcement and advocacy efforts to improve compliance with the Constitution of Kenya and the PWD Act 2003.

e) Distribution of gender in the County Public Service

The study indicates that the majority of the County Public Service employees are female, with 53.4% representation, suggesting that , overall, the County Government is largely in compliance with the two-thirds gender rule. This is a positive development, especially considering the ongoing challenges faced by many institutions in achieving gender parity.

However, the fact that three counties fall short of this standard highlights specific areas where improvements are needed: Wajir: 32.2% Women, Kiambu: 30.9% Men and Mandera: 23.2% Women.

f) New Appointments 2016 to Date

Total Appointments and Legal Contraventions

Since 2016, there have been 98,299 new appointments across 47 counties. Out of these, 34 counties have allocated over 30% of entry-level vacancies to individuals from ethnic groups that are not dominant in those regions, which might be against the legal requirements or principles of equitable representation.

g) Ethnic Representation Among New Employees

Dominant ethnic groups are significantly overrepresented in the new hires: Kikuyu: 15.9%, Kalenjin: 14.1%, Luhya: 13.8%, Kamba: 8.64% Luo: 8.54% and Kisii: 6.54%. Minority communities, in contrast, have less than 1% representation among new hires.

Impact on Employment Practices

The skewed appointments perpetuate ethnic imbalances and continue to marginalize minority communities. This pattern suggests a systemic issue where dominant ethnic groups are favored, which undermines efforts toward equitable and fair employment practices.

3.2 Bungoma County

Bungoma County, located in the western part of Kenya, it's a diverse region with both cultural and geographical significance.

- **Location:** Bungoma County is bordered by Uganda to the northwest, Trans Nzoia County to the northeast, Kakamega County to the east and southeast, and Busia County to the west and southwest.
- **Population:** As of the 2019 Census, the county has a population of approximately 1,670,570.
- **Area:** It covers an area of 2,069 square kilometers.
- **Sub-Counties:** The county is administratively divided into nine sub-counties: Bumula ,Kanduyi ,Sirisia, Kabuchai, Kimilili, Tongaren Webuye West, Webuye East and Mt Elgon

The County has 6,477 staff out of which 56.85% (3,682) are female and 43.15% (2,795) are male. The representation of persons with disability is at 0.99% (64).

3.2.1 General Ethnic Distribution of the Bungoma CPS

No.	Ethnic Group	Number	Percentage	No.	Ethnic Group	Number	Percentage
1.	Luhya	5425	83.76	12	Kuria	3	0.05
2.	Kalenjin	694	10.71	13	Kenyan-Arab	2	0.03
3	Teso	110	1.7	14	Maasai	2	0.03
4	Luo	81	1.25	15	Turkana	2	0.03
5	Kisii	52	0.8	16	Bajun	1	0.02
6	Kikuyu	51	0.79	17	Dorobo	1	0.02
7	Kamba	23	0.36	18	Embu	1	0.02
8	Meru	12	0.19	19	Pokomo	1	0.02
9	Mijikenda	5	0.08	20	Samuru	1	0.02
10	Somali	4	0.06	21	Suba	1	0.02
11	Kenyan Asian	3	0.05		Taita	1	0.02
					Tharaka	1	0.02
					Total	6,477	100

The Luhya ethnic group forms the majority of its employees at 83.76%

(5,425). The remaining 16.29% (1,052) employees represent 22 other ethnic groups as listed. The County is in contravention with the provisions of section 65 1 (e) of CGA 2012. It is worth noting that the county has employed 15 persons from minority communities namely the Maasai, Turkana, Somali, Tharaka, Kenyan-Asian, Dorobo and Kenyan Arab.

3.2.2 Ethnic Distribution of CECMs, CCOs and CPSB Members in Bungoma County

No.	Ethnic Group	Number	Percentage
1.	Luhya	29	82.86
2.	Kalenjin	4	11.43
3	Teso	2	5.71
	Total	35	100

Three ethnic group make up the 35 employees, with the Luhya ethnic group taking up the lion share at 82.86% (29) employees, whilst the remaining 17.14% (6) are distributed between the Kalenjin and Teso, ethnic groups.

The County Chief Officers, CECM and CPSB members in Bungoma are from three ethnic communities

- The Luhya ethnic group holds a predominant share of positions in all key areas, with significant overrepresentation compared to other ethnic groups.
- The representation of Kalenjin and Teso communities is minimal, indicating a lack of ethnic diversity and inclusivity in county governance and administration.
- The disproportionate representation suggests potential issues with equitable distribution of opportunities and adherence to diversity and inclusivity policies.

3.2.3 County Assembly Staff

Bungoma County Assembly has 125 members of staff as presented below:

Ethnic Distribution of County Assembly Staff in Bungoma County

No.	Ethnic Group	Number	Percentage
1	Luhya	102	81.6
2	Kalenjin	14	11.2
3	Luo	3	2.4
4	Kamba	2	1.6
5	Teso	2	1.6
6	Kisii	1	0.8
7	Mijikenda	1	0.8
	Total	125	100

The Luhya and Kalenjin community still dominate the County Assembly at 81.60% (102) and 11.2% (14) employees respectively with the remaining 7.2% (9) being shared five ethnic communities.

3.2.4 Ethnic Composition of New Appointments (2016-2023)

The ethnic composition of new employees since 2016 is presented in the table below:

Ethnic Distribution of New Appointments in Bungoma County

No.	Ethnic Group	Number	Percentage
1	Luhya	3421	85.21
2	Kalenjin	460	11.46
3	Teso	69	1.72
4	Luo	27	0.67
5	Kikuyu	13	0.32
6	Kisii	11	0.27
7	Kamba	6	0.15
8	Mijikenda	2	0.05
9	Dorobo	1	0.02
10	Kenyan-Arab	1	0.02
11	Kuria	1	0.02
12	Maasai	1	0.02
13	Meru	1	0.02
14	Suba	1	0.02
	Total	4,015	100

The County has employed 4,015 staff from 2016 to date. The County is in contravention of the CGA 2012 section 65 1 (e) with employment being skewed towards the Luhya and Kalenjin communities at 85.21% (3421) and 11.46% (460) respectively. The County needs to improve in compliance by increasing the numbers of the minority ethnic groups into its public service.

- The Luhya community's representation decreased by 5% from 2016 to 2023, suggesting some progress towards diversifying the work force. Despite the decrease, community still represents 83.8% of the workforce, which indicates that significant dominance still persists.
- The number of represented ethnic groups increased from 9 in 2016 to 23 in 2023. This shows a positive effort towards inclusivity and diversity.
- The inclusion of minority groups such as Maasai, Turkana, Somali, Tharaka, Kenyan-Asian, and Kenyan Arab indicates efforts to broaden representation beyond the major ethnic groups.
- The county remains in violation of the CGA 2012 provisions, which require ethnic representation to reflect the diversity of the population.

3.2.5 Ethnic Distribution across Job Cadres

The ethnic composition of all employees in Bungoma County Public Service across the three job cadres namely; Senior Level (Job Group P and above), Middle Level (Job Group L, M, N) and Entry Level (Job Group K and below) shows that the senior management of Bungoma County is dominated by the Luhya at 79.38% (127) and the remaining 11 communities take up 20.62%.

3.3 EFFORTS TO IMPROVE DIVERSITY IN BUNGOMA COUNTY

1. Diversity Policy for the County Public Service

The County has in place diversity policy that outlines the County's commitment to diversity and inclusion. The policy sets clear goals and expectations for achieving diversity at different levels namely, Youth, People living with Disabilities, Gender and Ethnicity.

2. Inclusive Recruitment and Hiring Practices

The County should use multiple channels to source candidates from diverse backgrounds, including partnerships with minority-focused organizations, job boards, and educational institutions. Hiring boards should be diverse to reduce biases in the selection process.

3. Affirmative Action and Equal Opportunity

The County should develop and implement affirmative action plans to address disparities in representation and ensure fair opportunities for underrepresented groups. Ensure that all hiring, promotion, and compensation practices are fair and equitable, providing equal opportunities for advancement.

4. Training and Education

Provide mandatory diversity and inclusion training for all employees to raise awareness and educate them about unconscious bias, cultural competence, and inclusive behaviors. Offer specialized training for leaders and managers on how to foster an inclusive workplace and handle diversity-related issues effectively.

5. Improve Work Environment and Accessibility

Ensure that workplace facilities and technologies are accessible to all employees, including those with disabilities. Implement policies that support work-life balance, such as flexible work arrangements and parental leave, to accommodate diverse needs.

6. Continuous Improvement and Feedback

Create channels for employees to provide feedback on diversity and inclusion initiatives and address any concerns or suggestions they may have. Periodically review and update diversity policies and practices based on feedback and changing needs.

CHAPTER FOUR

Committee Observations and Recommendations

4.1 COMMITTEE OBSERVATIONS


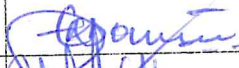



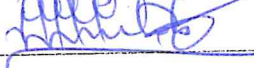



1. **THAT there** exist legal frameworks for ethnic diversity.
2. **THAT** the County Government of Bungoma is in contravention with the provisions of section 65 (1) (e) of CGA 2012
3. **THAT** there are efforts to improve diversity through the recently enacted Bungoma County diversity policy

4.2 COMMITTEE RECOMMENDATIONS

1. **THAT** there is need to have frequent trainings and sensitization of available diversity measures by the recruiting boards.
2. **THAT** efforts should be made to ensure that at least thirty per cent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county in compliance with section 65(1)(e) of CGA.
3. **THAT** the County Government of Bungoma should implement monitoring, evaluation and reporting mechanisms to ensure the diversity policy for the County Public Service is actualised.

ADOPTION SCHEDULE

We the undersigned members of Justice Cohesion and Legal Affairs Committee affix our signatures adopting this report with the contents therein

	MEMBERS NAME	DESIGNATION	SIGN
1	Hon. Jacob Psero	Chairperson	
2	Hon. Everlyne Anyango	Vice Chairperson	
3	Hon. George Makari	Member	
4	Hon. Francis Chemion	Member	
5	Hon. Everlyne Mutiambu	Member	
6	Hon. Jeremiah Kuloba	Member	
7	Hon. Timothy Chikati	Member	
8	Hon. Idd Chamawi	Member	
9	Hon. Edwin Opwora	Member	
10	Hon. Sheila Sifuma	Member	
11	Hon. Linda Kharakha	Member	