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BA  
SWA  
17/12/2021

Hon. Speaker  
Sir, please approve for  
circulation pursuant to  
the Resolution of the  
House of 2<sup>nd</sup> December, 2021  
regarding Reports on  
Vetting of Nominees for  
Appointments during recess  
Mutega 17/Dec/2021  
NDDC

REPUBLIC OF KENYA



THE NATIONAL ASSEMBLY

TWELFTH PARLIAMENT - FIFTH SESSION

DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

REPORT ON THE VETTING OF THE FOLLOWING NOMINEES FOR  
APPOINTMENT TO THE POSITION OF MEMBER OF THE NATIONAL  
GENDER AND EQUALITY COMMISSION: -

1. MRS. CAROLINE NAIKENA LENTUPURU; AND
2. MR. THOMAS OKOTH KOYIER.

DECEMBER, 2021

Directorate of Departmental Committee Services  
Clerk's Chamber  
Parliament Buildings  
NAIROBI

*Report of the Departmental Committee on Labour and Social Welfare on the Vetting of Nominees for  
Appointment to the Position of Member of NGEC (December 2021)* i



## ABBREVIATIONS AND ACRONYMS

CV	-	Curriculum Vitae
DCI	-	Directorate of Criminal Investigation
EACC	-	Ethics and Anti-Corruption Commission
HELB	-	Higher Education Loans Board
HON	-	Honourable
KRA	-	Kenya Revenue Authority
KNCHR	-	Kenya National Commission on Human Rights
M.P.	-	Member of Parliament
NGEC	-	National Gender and Equality Commission
Ph.D.	-	Doctor of Philosophy
RPP	-	Registrar of Political Parties
UK	-	United Kingdom
USA	-	United States of America

## LIST OF ANNEXURES

- Annexure 1: Message from H.E. the President conveying the names of two (2) nominees for approval by the National Assembly.
- Annexure 2: Newspaper advertisement dated 26<sup>th</sup> November, 2021 inviting the public to submit memoranda on the suitability of the nominees for appointment and notification of the venue, date and time of approval hearings.
- Annexure 3: Clearance letters from DCI, KRA, HELB, RPP and EACC.
- Annexure 4: Questionnaire filled by the nominees pursuant to Section 6(8) of the Public Appointments (Parliamentary Approvals) Act, No 33 of 2011 and Curriculum Vita

## **CHAIRPERSON'S FOREWORD**

Pursuant to the provisions of Article 250(2) of the Constitution, Section 5 of the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 and Section 11 of the National Gender and Equality Commission Act, No. 15 of 2011, His Excellency the President of the Republic of Kenya wrote to the Speaker of the National Assembly on 16<sup>th</sup> November, 2021 submitting the names of nominees, namely, **Mrs. Caroline Naikena Lentupuru and Mr. Thomas Okoth Koyier for appointment to the position of Member of the National Gender and Equality Commission (NGEC).**

Pursuant to Section 6(1) of the Public Appointments (Parliamentary Approval) Act and Standing Orders 45(1) and 216(5)(f), the Honourable Speaker on 25<sup>th</sup> November 2021 notified the House of the Message from His Excellency the President and referred the matter to the Departmental Committee on Labour and Social Welfare Committee for vetting.

On 26<sup>th</sup> November 2021, the Clerk of the National Assembly notified the general public through the Parliamentary website and local dailies that the approval hearings would take place on Tuesday, 7<sup>th</sup> December, 2021.

Further, in compliance with Article 118 (1) (b) of the Constitution and Section 6 (9) of the Parliamentary Appointments (Parliamentary Approval) Act (No.33 of 2011), the Clerk of the National Assembly invited interested members of the public to submit affidavits on the suitability or otherwise of the nominees for appointment to the office. By close of business on Friday, 3<sup>rd</sup> December, 2021, the Clerk had not received any memoranda contesting suitability of the nominees for appointment to the Commission.

The nominees appeared before the Committee for the approval hearing on Tuesday, 7<sup>th</sup> December 2021 as invited by the Committee. The Committee subsequently considered and unanimously recommended approval of the nominees.

May I take this opportunity to thank the Speaker and the Clerk of the National Assembly for the logistical and technical support accorded to the Committee at all times. I also wish to express my gratitude to the Honourable Members of the Committee for their resilience and devotion to duty,

which made the vetting exercise successful. May I also, on behalf of the Committee, appreciate the media for covering the Committee proceedings thereby enhancing transparency and accountability.

On behalf of the Committee and pursuant to the provisions of Article 124(4)(b) of the Constitution, Section 8 (2) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011 and provisions of Standing Orders 45(4) and 199 (6) of the National Assembly Standing Orders, it's my pleasant privilege to present to the House the Committee's Report on the approval of the two (2) nominees namely: Mr. Thomas Okoth Koyier and Mrs. Caroline Naikena Lentupuru.

**HON. JOSEPHAT KABINGA WATHAYU, OGW, M.P.**

## 1.0 PREFACE

### 1.1 Mandate of the Committee

1. The Departmental Committee on Labour and Social Welfare is established in accordance with the provisions of Standing Order 216 of the National Assembly. Its mandate as provided for in S.O. 216(5) is to *inter-alia*:-

- i) *investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
- ii) *study the programme and policy objectives of ministries and departments and the effectiveness of the implementation.*
- iii) *study and review all legislation referred to it;*
- iv) *study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;*
- v) *investigate and inquire into all matters relating to the assigned ministries and departments as they may deem necessary and as may be referred to them by the House;*
- vi) *vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments); and*
- vii) *make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.*

### 1.2 Committee Membership

2. The Committee comprises the following Members –

The Hon. Kabinga Wachira, M.P. (Chairperson)  
Mwea Constituency  
**Jubilee Party**

The Hon. Gideon Koske Kimutai, M.P. (Vice-Chairperson)  
Chepalungu Constituency  
**Chama Cha Mashinani (CCM)**

The Hon. James Onyango K'Oyoo, M.P.  
Muhoroni Constituency  
**Orange Democratic Movement (ODM)**

The Hon. Janet Marania Teyiaa, M.P.  
Kajiado County  
**Jubilee Party**

The Hon. Gideon Keter, M.P.  
Nominated M.P.  
**Jubilee Party**

The Hon. Ronald Kiprotich Tonui, M.P.  
Bomet Central  
**Jubilee Party**

The Hon. Moses Malulu Injendi, M.P.  
Malava Constituency  
**Jubilee Party**

The Hon. Tom Odege, M.P.  
Nyatike Constituency  
**Orange Democratic Movement (ODM)**

The Hon. Rose Museo, M.P.  
Makueni County  
**Wiper Democratic Movement (WDM)**

The Hon. Caleb Amisi, M.P.  
Saboti Constituency  
**Orange Democratic Movement (ODM)**

The Hon. Omboko Milemba, M.P.  
Emuhaya Constituency  
**Amani National Congress Party (ANC)**

Hon. Nelson Koech  
Belgut Constituency  
**Jubilee Party**

The Hon. Fabian Kyule Muli, M.P.  
Kangundo Constituency  
**Muungano Party**

The Hon. Abdi Mude Ibrahim, M.P.  
Lafey Constituency  
**Economic Freedom Party (EFP)**

The Hon. Titus Mukhwana Khamala, M.P.  
Lurambi Constituency  
**Amani National Congress Party (ANC)**

The Hon. Safia Sheikh Adan, M.P.  
Marsabit County  
**Jubilee Party**



The Hon. David Ole Sankok, M.P.

Nominated M.P.

**Jubilee Party**

The Hon. Wilson Sossion, M.P.

Nominated M.P.

**Orange Democratic Movement (ODM)**

The Hon. Charles Njagua Kanyi, M.P.

Starehe Constituency

**Jubilee Party**

### **1.3 Committee Secretariat**

3. The Committee secretariat comprises the following members of staff:-

- |      |                      |   |                                      |
|------|----------------------|---|--------------------------------------|
| i)   | Ms. Susan Maritim    | - | Senior Clerk Assistant (Team Leader) |
| ii)  | Mr. John Mugoma      | - | Clerk Assistant II                   |
| iii) | Ms. Doreen Karani    | - | Legal Counsel II                     |
| iv)  | Mr. James Muguna     | - | Research Officer                     |
| v)   | Ms. Winfred Kiziah   | - | Media Liaison Officer                |
| vi)  | Ms. Sheila Jebotibin | - | Serjeant-at-Arms                     |
| vii) | Mr. Nickson Kibet    | - | Audio Officer                        |

## **2.0 BACKGROUND INFORMATION**

### **2.1 Establishment of the National Gender and Equality Commission**

4. The National Gender and Equality Commission (NGEC) is established pursuant to the provisions of Article 59 (4) of the Constitution and Section 3 of the National Gender and Equality Commission Act, No. 23 of 2011.

### **2.2 Membership of the Commission**

5. Regarding the appointment and terms of office of the Chairpersons and Members of Constitutional Commissions, Article 250(2) of the Constitution provides that –

*The chairperson and each member of a commission and the holder of an independent office shall be-*

- (a) identified and recommended for appointment in a manner prescribed by national legislation;*
- (b) approved by the National Assembly; and*
- (c) appointed by the President.*

6. Section 9 of the NGEC Act further provides that the Commission shall consist of a Chairperson and four other members appointed in accordance with the Constitution and the provisions of the Act.
7. Section 14 of the NGEC Act provides that the Chairperson and Members of the Commission shall be appointed for a single term of six (6) years and are not eligible for re-appointment.

### **2.3 Functions of the Commission**

8. The functions of the Commission as provided in Section 8 of the NGEC Act are as follows -
  - a) promote gender equality and freedom from discrimination in accordance with Article 27 of the Constitution;*
  - b) monitor facilitate and advise on the integration of the principles of equality and freedom from discrimination in all national and county policies, laws and administrative regulations in all public and private institutions;*
  - c) act as the principal organ of the state in ensuring compliance with all treaties and conventions ratified by Kenya relating to issues of equality and freedom from*

- discrimination and relating to special interest groups including minorities and marginalised persons, women persons with disabilities and children;*
- d) co-ordinate and facilitate mainstreaming of issues of gender, persons with disabilities and other marginalised groups in national development and to advise the Government on all aspects thereof;*
  - e) monitor, facilitate and advise on the development of affirmative action implementation policies as contemplated in the Constitution;*
  - f) investigate on its own initiative or on the basis of complaints of any matter in respect of any violations of the principle of equality and freedom from discrimination and make recommendations for the improvement of the functioning of the institutions concerned;*
  - g) work with relevant institutions in the development of standards for the implementation of policies for the progressive realization of the economic and social rights specified in Article 43 of the Constitution and other written laws;*
  - h) co-ordinate and advise on public education programmes for the creation of a culture of respect for the principles of equality and freedom from discrimination;*
  - i) conduct and co-ordinate research activities on matters relating to equality and freedom from discrimination as contemplated under Article 27 of the Constitution;*
  - j) receive and evaluate annual reports on progress made by public institutions and other sectors on compliance with constitutional and statutory requirements of the implementation of the principles of equality and freedom from discrimination;*
  - k) work with the Kenya National Commission on Human Rights and the Commission on Administration of Justice and other related institutions to ensure efficiency, effectiveness and complementarity in their activities and to establish mechanisms for referrals and collaboration in the protection and promotion of rights related to the principle of equality; and freedom from discrimination*
  - l) prepare and submit annual reports to Parliament on the status of implementation of its obligations under this Act;*
  - m) conduct audits on status of special interest groups including minorities, marginalised groups, persons with disability, women, youth and children*

- n) *establish, consistent data protection legislation, databases on issues relating to equality and freedom from discrimination for different affected interest groups and produce periodic reports for national, regional, and international reporting on progress in realization of equality and freedom from discrimination for these interest groups;*
- o) *perform such other functions as the Commission may consider necessary for the promotion of the principle of equality and freedom from discrimination and*
- p) *perform such other functions as may be prescribed by the Constitution and any other written law.*

### **3.0 PROCEDURAL AND STATUTORY REQUIREMENTS**

#### **3.1 Notification of Nomination**

9. Following the occurrence of the vacancies at the National Gender and Equality Commission, and in exercise of powers conferred on His Excellency the President of the Republic of Kenya by Article 250(2)(b) of the Constitution and Section 11(6) of the National Gender and Equality Commission Act as read together with Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, the President vide a letter dated 16<sup>th</sup> November 2021 (*Annexure I*) conveyed to the Speaker of the National Assembly a notification containing names and curriculum vita of Mr. Thomas Okoth Koyier and Mrs. Caroline Naikena Lentupuru for consideration and approval by the National Assembly.

#### **3.2 Committal to the Committee for Vetting**

10. Pursuant to the provisions of Standing Order 42(1) and 45(1) of the National Assembly Standing Orders, the Honourable Speaker, on 25<sup>th</sup> November 2021 conveyed to the House the message from His Excellency the President and referred it to the Departmental Committee on Labour and Social Welfare for consideration.

#### **3.3 Public Participation**

11. Article 118 (1) (b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, No 33 of 2011 obligates Parliament to facilitate public participation and involvement in the legislative and other business of Parliament and its Committees.

12. On 26<sup>th</sup> November 2021, the Clerk of the National Assembly through a newspaper advertisement in the daily newspapers (The Daily Nation and the Standard) (*Annexure 2*) invited the public to submit memoranda by way of affidavits on the suitability of the nominees to hold the positions they had been nominated for. By close of business on Friday, 3<sup>rd</sup> December, 2021, the Committee had not received any memoranda contesting the suitability of nominees for appointment to office.

### **3.4 Notification of Vetting to the Nominees and the General Public**

13. In accordance with Sections 6 (3) and 6(4) of the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 and National Assembly Standing Order 45(3), the Committee notified the nominees and the general public vide an advertisement in the daily newspapers of 26<sup>th</sup> November, 2021 that the approval hearings would be conducted on Tuesday, 7<sup>th</sup> December 2021 starting at 9.30 a.m. in the Mini Chamber, County Hall, Parliament Buildings.
14. The Committee also by way of letters addressed to each of the nominees dated 26<sup>th</sup> November, 2021 invited them for the approval hearings on Tuesday, 7<sup>th</sup> December 2021 as specified above.

### **3.5 Compliance with Chapter Six of the Constitution**

15. Vide letters dated 26<sup>th</sup> November 2021, the Clerk of the National Assembly requested for information regarding the nominees from the following agencies: the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigation (DCI), the Higher Education Loans Board (HELB) and the Registrar of Political Parties (RPP).
16. The information requested sought to establish the status of the nominees on matters relating to integrity, tax compliance, criminal record, higher education loan repayment status and political parties affiliation.
17. Both nominees obtained the requisite clearances from the relevant institutions as evidenced by the responses from the clearing institutions. (*Annexure 3*)

### **3.6 Compliance with Section 7 of the Public Appointments (Parliamentary Approval) Act**

18. Section 7 of the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 requires the Committee to take into consideration the following issues during the approval process –
- (i) *the procedure used to arrive at the nominee;*
  - (ii) *any Constitutional or statutory requirements relating to the office in question;*
  - (iii) *the suitability of the nominee for appointment proposed with due regard as to whether the nominee's abilities, experience and qualities meets the needs of the body to which the nomination is made.*

#### **3.6.1 Procedure used to arrive at the Nominees**

19. Article 250 (2) of the Constitution provides that the chairperson and each member of a commission and holder of independent office shall be identified and recommended for appointment in a manner prescribed by national legislation, approved by the National Assembly and appointed by the President.
20. Section 11 of the NGEC Act further provides that the President shall convene a selection panel for the purpose of selecting suitable candidates for appointment as the chairperson or member of the Commission.
21. The selection panel considers applications, interviews and shortlists persons qualified for appointment as chairperson and members of the Commission, and then submits the names of the selected candidates to His Excellency the President for nomination. In this regard, on 28<sup>th</sup> September 2021, the President appointed the Selection Panel for the selection of Nominees for appointment as Members of the National Gender and Equality Commission. The panel comprised of Architect Phillip Kungu (Chairman), Dr Joyce Nyabuti, Mr William Karari, Ms Lucy Karume, Ms Catherine Wameyo, Mr Hedwig Nyalwal and Prof Rose Odhiambo and Ms Mary Wairagu.

22. On 13<sup>th</sup> October 2021, the Selection Panel vide newspaper advertisements and the Ministry of Public Service website invited interested persons to apply for the two vacant positions of the NGEC. 210 applicants expressed interest in the positions.
23. The Panel received two hundred and ten (210) applications out of which it shortlisted twenty-four (24) and subsequently recommended the following six (6) candidates to His Excellency the President for nomination of two (2) candidates –

	<b>Candidate</b>	<b>Score (%)</b>
<b>1)</b>	<b>Mrs. Caroline Lentupuru</b>	<b>81.2%;</b>
2)	Dr. Purity Kithiru Gitonga	77.6%
3)	Ms Grace Nyamongo	74.6%
4)	Dr. Phitalis Were Masakwe (PWD)	74.2%
5)	Ms. Mabruki Amani Mabruki	73.6%
<b>6)</b>	<b>Mr. Tom Okoth Koyier</b>	<b>71%</b>

24. H.E. the President, vide letter Ref. OP/CAB1/31A dated 16<sup>th</sup> November. 2021 nominated Mrs. Caroline Lentupuru and Mr. Tom Okoth Koyier and submitted their names for vetting the National Assembly.
25. The Committee noted that the nominations had been made in the manner prescribed in the Constitution and the NGEC Act.

### **3.6.2 Constitutional or Statutory Requirements relating to the Office in Question**

#### **i) Regional Representation and Ethnic Diversity**

26. Article 250 (4) of the Constitution requires appointments to Commissions and independent offices to take into account the national values referred to in Article 10 and the principle that the composition of the Commissions and independent offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.

27. Article 10(2) of the Constitution provides for the national values and principles of governance as including –
- (a) patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people;*
  - (b) human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized;*
  - (c) good governance, integrity, transparency and accountability; and*
  - (d) sustainable development.*
28. Further, Section 11 (13) of the NGEC Act provides that in shortlisting, nominating or appointing persons as chairperson and members of the Commission, the selection panel the National Assembly and the President is required to ensure that not more than two-thirds of the members are of the same gender, shall observe the principle of gender equity, regional and ethnic balance and shall have due regard to the principle of equal opportunities for persons with disabilities.
29. The Committee considered the list of nominees proposed for appointment as members of the National Gender and Equality Commission and noted that the appointment reflects the regional and ethnic diversity of the people of Kenya as required by Article 250 (4) of the Constitution and also takes into account representation of persons living with disability. The current Commissioners are Dr. Joyce Mwikali Mutinda from Machakos County (Chairperson), Dr. Murithi J. Chomba Munyi from Meru County (Vice Chairperson) and Hon. Priscilla Nyokabi Kanyua from Nyeri County.
30. The two nominees hail from Baringo and Homa Bay Counties.
- ii) The Two-thirds Gender Principle**
31. Article 27(8) of the Constitution requires the State to take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies are of the same gender.
32. The Committee observed that the nomination of the two nominees will ensure gender balance in the Commission. The current Commission comprises of two women and a man.



The appointment of the nominees will ensure that the two-thirds gender principle is observed.

**iii) Persons with Disabilities**

33. Article 232 (1)(i) of the Constitution obligates the state to ensure adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of men and women, the members of ethnic groups and persons with disabilities. Article 54(2) also requires the State to ensure progressive implementation of the principle that at least five per cent of the members of the public in elective and appointive bodies are persons with disabilities.
34. Further, Section 11 (3) of the NGEA Act further provides that the appointment process take into account the principle of equal opportunities for persons with disabilities.
35. The Committee observed that none of the nominees is a person living with disability but the Commission as currently constituted has taken into account the interests of the persons living with disability. The Commission's Vice Chairperson is a person living with disability.

**iv) Youth**

36. Article 55 (b) of the Constitution requires the State to take measures, including affirmative action programmes to ensure that the youth have opportunities to associate, be represented and participate in political, social, economic and other spheres of life.
37. The Committee observed that whereas the Constitution requires the State to take affirmative action measures to ensure that youth have opportunities to associate, be represented and participate in political, social, economic and other spheres of life, it does not provide for a threshold to be applied in making public appointments.
38. The Committee also noted that the nominees and the current Commissioners are all above the age of thirty-five.

**v) Leadership and Integrity**

39. While determining the suitability of the nominees to be appointed as members of National Gender and Equality Commission, the Committee took into account the provisions of

leadership and integrity as provided for by Chapter 6 of the Constitution. Most importantly, the Committee took note of the following Constitutional provisions –

**40. Article 73(2)** states THAT –

*“The guiding principles of leadership and integrity include: -*

- a) Selection on the basis of personal integrity, competence and suitability, or election in a free and fair election;*
- b) Objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices;*
- c) Selfless service based solely on the public interest demonstrated by: -*
- d) honesty in the execution of public duties; and*
- e) the declaration of any personal interest that may conflict with public duties*
- f) Accountability to the public for decisions and actions; and*
- g) Discipline and commitment in service to the people.*

**41. Article 75(1)** provides THAT –

*A state officer shall behave, whether in public and official life, in private life, or in association with other persons in a manner that avoids-*

- (a) Any conflict between personal interests and public official duties;*
- (b) Compromising any public or official interest in favour of personal interest; or*
- (c) Demeaning the office, the officer holds*

**42. Article 75 (3)** of the Constitution prohibits any person who has been dismissed or otherwise removed from public office from subsequently holding any other public office.

**43. Article 77** provides restriction on activities of state officers as follows-

- (1) A full time State Officer shall not participate in any other gainful employment;*
- (2) Any appointed State Officer shall not hold office in a political party;*
- (3) A retired State Officer who is receiving pension from public funds shall not hold more than two concurrent remunerative positions as chairperson, director or employee of –*
  - (a) A company owned or controlled by the state*
  - (b) A State organ*

*(4) A State Officer shall not receive remuneration from public funds other than contemplated in clause (3)*

44. **Article 78** of the Constitution disqualifies persons who are not Kenya Citizens and persons holding dual citizenship from appointment as state officers.

45. The Committee noted that all the nominees met the leadership and integrity requirements set out in Chapter Six (6) of the Constitution and other relevant laws.

**vi) Qualifications under the National Gender and Equality Commission Act**

46. Section 10(2) provides the qualifications for appointment of members as follows-

*(2) A person shall be qualified for appointment as a member of the Commission if the person—*

*(a) holds a degree from a university recognized in Kenya;*

*(b) has knowledge and at least ten years' experience in matters relating to any of the following fields—*

*(i) law;*

*(ii) public administration;*

*(iii) economics;*

*(iv) gender and social development;*

*(v) human rights;*

*(vi) management; or*

*(vii) social sciences;*

*(c) has had a distinguished career in their respective fields; and*

*(d) meets the requirements of Chapter Six of the Constitution.*

47. Section 10(3) provides the additional qualifications for appointment of the chairperson and members of the Commission as follows –

*A person shall not be qualified for appointment as the chairperson or a member of the Commission if such person—*

*(a) is a member of Parliament or a County Assembly;*

*(b) is a member of the governing body of a political party;*

*(c) is a member of a local authority;*

*(d) is an undischarged bankrupt; or*

*(e) has been removed from office for contravening the provisions of the Constitution or any other law.*

48. The Committee observed that the nominees fully satisfied the requirements of Section 10(3) of the NGECA Act.

### **3.6.3 The Suitability of the Nominees for Appointment**

49. In considering the nomination, the Committee took into account that the nominees' academic credentials, professional training work experience, constitutional and statutory requirement.
50. The suitability was assessed with due regard to whether their abilities, experience and qualities meet the needs of the National Gender and Equality Commission.
51. The Committee's observations, findings and recommendations on the suitability of each nominee are as set out in this section 4.0 of this Report.

## **4.0 APPROVAL HEARINGS OF THE NOMINEES**

52. The Committee conducted the approval hearings on 7<sup>th</sup> December 2021 in the Mini Chamber of County Hall, Parliament Buildings where the two (2) nominees appeared and made submissions on their suitability for appointment.
53. It should be noted that nominees were provided with a Questionnaire pursuant to the provisions of Section 6(8) of the Public Appointments (Parliamentary Approvals) Act, No. 33 of 2011, to be completed and returned. Both nominees submitted the duly completed questionnaires, which are attached to this Report as **Annexure 4**.
54. In compiling this Report, reference has been made to the Questionnaire in respect of issues that may not have been discussed during the approval hearing.

### **4.1 Approval Hearing of Mrs. Caroline Naikena Lentupuru**

55. Mrs. Caroline Naikena Lentupuru appeared before the Committee on 7<sup>th</sup> December 2021 at 10.00 a.m. as invited by Committee vide letter dated 26<sup>th</sup> November, 2021. She informed the Committee that –

- 1) She is a Kenyan citizen born in 1970 in Kiserian Baringo County. Her National Identification No. is 10081612. She is from the Ilchamus ethnic community.

### **Clearance Requirements**

- 2) The nominee has complied with her tax obligations to the State, as evidenced by KRA Tax Compliance Certificate No. KRANKU1216160121 and confirmation letter from the Kenya Revenue Authority in a letter to the Clerk of the National Assembly Ref. Ref. No. CDT/HQ/54 dated 7<sup>th</sup> December, 2021. Her KRA PIN No. is A002177893E.
- 3) She is also in good standing with the Police, as confirmed by Police Clearance Certificate No. PCC-LLT2WJ5Z issued on 27<sup>th</sup> March, 2021 and a letter to the Clerk of the National Assembly Ref. No. DCI/CRO/SEC/6/7/A/VOL.X/82 dated 29<sup>th</sup> November, 2021.
- 4) The nominee was cleared by the Higher Education Loans Board as evidenced by Certificate No. 041049 issued on 9<sup>th</sup> October, 2012 and corroborated by a letter to the Clerk of the National Assembly Ref. No. HELB/RR/112009/139 dated 29<sup>th</sup> November 2021.
- 5) She has neither held nor holds any public office. She also does not have any political affiliations and is not a member of a political party as confirmed by the Registrar of Political Parties' letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.
- 6) On matters of integrity, the Ethics and Anti-Corruption Commission vide a letter Ref. No. EACC.7/10/5/ VOL XIX dated 6<sup>th</sup> December 202 confirmed that the Commission has not undertaken any investigations where the nominee has been found culpable.

### **Education Background**

- 7) The nominee holds a Master of Arts degree in International Development and Social Change from Clark University, USA (2008-2010) and a Bachelor of Education (Arts) degree from Moi University (1989 -1993).
- 8) She attended Sacho High School for Advanced Level Certificate (1987-1988), Ng'ambo Secondary School for Ordinary Level Certificate (1983-1986) and Ng'ambo Primary School for Certificate of Primary Education (1976-1982).

## **Employment Record**

- 9) On employment, the nominee has held various positions as follows:
- (i) 2008 to date: Director of Governance Affairs at the Inter-Government Relations Technical Committee;
  - (ii) 2011 to date: Volunteer Scholarship Coordinator, Growth Through Learning Inc. USA;
  - (iii) 2013-2017: County Executive Committee Member, Baringo County;
  - (iv) 2011-2012: Gender Resource Specialist at Landesa;
  - (v) 2009: Member of Sugar Industry Stakeholders Taskforce;
  - (vi) 2005-2008: Gender and Development Coordinator at World Vision Kenya;
  - (vii) 2004-2005: Member of the Taskforce on the Conservation of the Environment;
  - (viii) 1995-2004: Deputy Principal, Kiserian Secondary School in Baringo;
  - (ix) 1993-1995: Assistant Teacher.

## **Honours and Awards**

- 10) The nominee is a recipient of the following awards –
- (i) 2020: Head of State Commendation (HSC);
  - (ii) 2015: Distinguished Alumnus of the International Institute of Education;
  - (iii) 2011: International Campaigner Award, Sheila Mckechnie Foundation, UK;
  - (iv) 2010: Clinton Global Initiative University, USA;
  - (v) 2008: Full scholarship for graduate studies from Ford Foundation;
  - (vi) 2008: Merit Scholarship for academic and professional excellence, Clark University, USA;
  - (vii) 2000: Merit Award, 3<sup>rd</sup> Best in Geography in KCSE, Baringo District; and
  - (viii) 1995: Merit Award, 3<sup>rd</sup> Best in Christian Religious Education in KCSE, Samburu District.

## **Professional Association & Memberships**

- 11) The nominee has been Associate Member of the Kenya Institute of Management since the year 2020 and Treasurer of the Ilchamus Community Development Organisation since the year 2017.

12) She has also held various positions in the following organisations:-

- (i) Member of the Rift Valley Drainage Catchment Area Advisory Committee from the year 2012 to 2016;
- (ii) Member of the Board of Governors of Sandai Secondary School from the year 2012 to 2015;
- (iii) Member of the Board of Directors of Marigat District Education Board from 2009 to 2016;
- (iv) Member of the Board of Governors of Kiserian Secondary School from the year 2010 to 2016;
- (v) Member of the Board of Governors of Ng'ambo Secondary School from the year 2006 to 2008;
- (vi) Member of Ilchamus-Pokot Peace Committee from the year 2005 to 2008;
- (vii) Member and Technical Advisor for Ilchamus Sinyati Women Group since 1997; and
- (viii) Member of the Kenya National Union of Teachers from the year 1993 to 2004.

#### **Published Writings**

13) The nominee has not published any writings.

#### **Public Office, Political Activities and Affiliations**

14) She has never been dismissed from office for contravention of Article 75 of the Constitution and has never been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

#### **Deferred Income/Future Benefits**

15) The nominee expects to receive a gratuity of Kenya shillings two million three hundred forty-seven thousand three hundred thirty-eight (Kshs. 2,347,338) from the Inter-Governmental Relations Technical Committee and Kshs. 2 million from British American insurance policy.

#### **Outside commitment during service in office**

16) The nominee informed the Committee that she does not have any plans, commitments or agreements to pursue outside employment.

## Sources of Income

17) The nominee listed the following sources of income:-

- (i) Salary of Kshs. 6,762,857;
- (ii) Farming income from the sale of crops and livestock keeping of Kshs. 850,000;
- (iii) Insurance policy investment of Kshs. 2 million; and
- (iv) Sale of car worth Kshs. 1.3 million.

## Statement of Net Worth

18) She submitted to the Committee the following Statement of Net Worth:-

S/No.	Item	Amount (Kshs)
1.	Land	
	i. 10 acres in Rongai, Nakuru	14,000,000
	ii. 7 acres in Kailer, Marigat	700,000
	iii. 4 acres in Maoi, Marigat	1,600,000
	iv. 3 plots in Marigat town	1,200,000
	v. 1 plot in Kampi ya Samaki	400,000
	vi. ¼ acre in Kampi ya Moto in Nakuru	800,000
	vii. 1 plot in Mogotio	400,000
	viii. ¾ acre at Kokwa Island	1,000,000
2.	Livestock	500,000
3.	Motor vehicle	1,200,000
4.	House in Kailer	3,200,000
5.	House in Rongai	2,800,000
6.	Cash at Bank	3,700,000
	<b>Financial Net Worth</b>	<b>31,700,000</b>

## Potential Conflict of Interest

19) On potential conflict of interest, the nominee informed the Committee that potential conflict of interest might arise from relatives seeking employment at the NGEC or tender contracts and gifts award. To address this, the nominee informed the Committee



that should it arise, she intends to register the conflict of interest with the Commission and recuse herself from the recruitment process of any of her relatives.

20) She also committed to take the following action:-

- (i) Declare to NGECC Commissioners and management;
- (ii) Register the interest in the conflict-of-interest register;
- (iii) Explain the nature of the conflict to ensure that it is understood;
- (iv) Withdraw participation in the recruitment process; and
- (v) On gifts, she will declare the same, and if the value is above Kshs. 20,000, she will surrender to the Commission.

#### **Pro-Bono/Charity Work/ Donation to Charity**

21) The nominee listed the following charity work and donations:-

- (i) Volunteering in identifying and linking bright and needy girls to high school scholarships supporting 103 girls so far. Time spent on this is approximately seven weeks per year since 2011;
- (ii) Supporting 2 underprivileged run-away girls with counselling, accommodation and payment of school fees since May 2021;
- (iii) Identification of a development partner and proposal and writing for Water Resources Osmosis Plant, a community water project in Kailer Village, for clean water at a cost of Kshs. 10million. Time spent is approximately three hours weekly since 2020;
- (iv) Support in settling, comforting and meeting the basic needs of the internally displaced people from Mukutani area who were displaced by cattle rustlers during the Mukutani massacre in 2017.
- (v) Payment of college fees of approximately Kshs. 54,000 for a needy student in a teacher's training college in 2016.
- (vi) Contribution of Kshs. 80,000 to support three (3) pastors in their bible courses training in 2016;
- (vii) Construction of Iling'arua Full Gospel Church, Ildepe AIC and AIC Rafiki in Kabarak amounting to Kshs. 197,000.
- (viii) Proposal writing to a US-based organisation to supply 18 sewing machines to needy women in the community who needed the machines to support their livelihood.

- (ix) Proposal writing to Huru International and transporting of reusable sanitary pads for 639 primary school girls in eight primary schools in 2010. She further spent Kshs. 15,000 for transportation and distribution of the pads to the girls.
- 22) The nominee has never been charged in a court of law in the last three years, nor has she ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years. She also has no objection to making inquiries with her present employer/referees in the course of consideration of her nomination.
- 23) The nominee informed the Committee that her education background and work experience have adequately equipped her with necessary experience in management, leadership and gender advocacy skills which will be vital in the running of the Commission and realization of its mission and vision. The mandate of NGECC envisions that the youth, women, persons with disabilities and the marginalized groups are all treated equally before the law without discrimination.
- 24) Her skills in monitoring and evaluation will be key in monitoring various projects undertaken by the Commission and ensuring conclusive implementation of such projects.
- 25) She pledged to promote equality and non-discrimination in the country to achieve the objectives of the Vision 2030 Social Pillar.
- 26) On integrity, the nominee assured the Committee that she would observe integrity, objectivity and impartiality when making decisions without external influence; guided by the tenets of Chapter Six of the Constitution. She also assured the Committee that she would demonstrate selfless service and involve the people in decision making through public participation.
- 27) She also pledged to promote strong advocacy and create awareness to give both genders an equal opportunity and also ensure that they all benefit from affirmative action programmes including the National Government Constituencies Development Fund to ensure that both the youth and PWDs benefit from bursaries. She also

- committed to pushing for gender equality in recruitments in both public and private sectors and equality in decision making.
- 28) The nominee further informed the Committee that she would work with the other Commissioners and secretariat to ensure that the special interest groups contribute to the 'Big Four' Agenda and the realization of the Vision 2030 by ensuring non-discrimination and involving them in productive activities like manufacturing and agricultural production.
- 29) She will also, together with other Commissioners, enhance synergy in working with other Commissions like the National Commission on Human Rights and the Commission on Administrative Justice to implement the principles of equality and freedom from discrimination.
- 30) The nominee also informed the Committee that she would initiate dialogue and programmes to address issues of negative ethnicity and backward cultural practices e.g., Female Genital Mutilation.
- 31) Regarding some of the challenges facing the NGEC, the nominee informed the Committee that inadequate funding has slowed down the activities of the Commission which includes among others promoting gender equality, preparing and submitting annual reports to Parliament, auditing, monitoring and advising on development of affirmative actions and facilitate gender mainstreaming.
- 32) The nominee indicated that there is no conflict or duplication of roles between NGEC and other Commissions, for instance, the Commission on Administrative Justice, the National Commission on Human Rights and the Anti Female Genital Mutilation Board (FGM) hence there is no justification to merge them since their mandates are distinct.
- 33) Regarding her legacy, the nominee informed the Committee she would want to leave a Commission that has accurate data on special interest groups including the minority for better decision making and creating a roadmap on how to involve them and make them contribute to the welfare of the Nation. She also hopes to improve on the visibility and perception of NGEC in the eyes of the public.

#### **4.2 Approval Hearing of Mr. Thomas Okoth Koyier**

56. Mr. Thomas Okoth Koyier appeared before the Committee on 7<sup>th</sup> December 2021 at 11.00 a.m. as invited by Committee vide letter dated 26<sup>th</sup> November, 2021. He informed the Committee that –

- 1) He is a Kenyan citizen born on 22<sup>nd</sup> May, 1960 in Rachuonyo, Homa Bay County. His National Identification No. is 1572165. He is widowed.

#### **Clearance Requirements**

- 2) He has complied with his tax obligations to the State as evidenced by KRA Tax Compliance Certificate No. KRAWON1249360921 and confirmation letter from the Kenya Revenue Authority in a letter to the Clerk of the National Assembly Ref. No. CDT/HQ/54 dated 7<sup>th</sup> December, 2021. His KRA PIN No. is A002692625T.
- 3) He is also in good standing with the Police, as confirmed by Police Clearance Certificate No. PCC-3OT7L5R5 issued on 22<sup>nd</sup> October, 2021 and a letter to the Clerk of the National Assembly Ref. No. DCI/CRO/SEC/6/7/A/VOL.X/82 dated 29<sup>th</sup> November, 2021.
- 4) He is not a beneficiary of a loan from the Higher Education Loans Board, as evidenced by Certificate No. HLB-6DFWY6A which was issued on 4<sup>th</sup> October, 2021 and corroborated by a letter to the Clerk of the National Assembly Ref. No. HELB/RR/112009/139 dated 29<sup>th</sup> November 2021.
- 5) On matters of integrity, the Ethics and Anti-Corruption Commission vide a letter Ref. No. EACC.7/10/5/ VOL XIX dated 6<sup>th</sup> December 202 confirmed that the Commission has not undertaken any investigations where the nominee has been found culpable.
- 6) The nominee does not have any political affiliations and is not a member of a political party as confirmed by the Registrar of Political Parties' letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.

#### **Education Background**

- 7) Mr. Koyier is currently pursuing a Doctorate in Leadership and Governance at the Jomo Kenyatta University of Science and Technology. In addition, he is a holder of a Master of Science degree in Business Administration from the Southern Oregon State University in the United States of America (1986-1988).
- 8) He also holds Bachelor's degree in Business Administration (Finance) from the Central Washington University in Ellensburg, Washington, USA (1984-1986) and an Associate's degree in Business Administration from Skagit Valley College in Mount Vernon, Washington, USA (1982-1984).
- 9) The nominee attended Kanyamfwa Primary School where he sat for the Certificate of Primary Education (CPE) in 1975. He also attended Oriwo Secondary School where he sat for the East African Certificate of Education (EACE) in 1979.

#### **Professional Experience**

- 10) Mr. Koyier is a lecturer at the School of Business and Economics of Daystar University since 2000, where he has served as the Head of the Commerce Department and acted as Dean in the Faculty. During this time, he supervised students in the MBA Program and conducted short courses in business, entrepreneurship, peace and reconciliation, conflict management and capacity building.
- 11) He is also a Member of the Insurance Appeals Tribunal in Kenya since May 2019 and has also served as a credit officer in various banks, including Bullion Bank, US Bank of Oregon and GIRO Bank.
- 12) He is also a Board Member of the Biblia Sacco and has served twice as the Chairperson of the Selection Panel for Members of the Teachers Service Commission.

#### **Public Office, Political Activities and Affiliations**

- 13) The nominee does not have any political affiliations and is not a political party member, as confirmed by a letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.
- 14) He has never been dismissed from office for contravention of Article 75 of the Constitution and has never been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

## **Publications**

15) The nominee has published the following articles: -

- i) An Evaluation of Strategies to Gain Competitive Advantage: A case of Selected Cement Manufacturing Firms in Kenya;
- ii) The Effects of Reward Systems on Employee Satisfaction;
- iii) Factors Influencing Fund Managers Strategic Choice of Investments (Journal of Strategic Management (2017), Political Science and Psychology (2016) and International Journal of Finance and Accounting (2016).

## **Membership to Professional Organizations/Bodies**

16) The nominee is a Certified Professional Mediator by the Mediation Training Institute a Member of the Daystar University Ethics Review Board and Human Resource Committee.

## **Deferred Income/Future Benefits**

17) The nominee indicated that he does not have any deferred income or future benefits.

## **Potential Conflict of Interest**

18) Mr. Koyier indicated that he has no conflict of interest at the moment and that should it arise during his service in the Commission, he would disclose the same. He would be guided by Chapter Six of the Constitution on Leadership and Integrity.

## **Nominee's Deferred Income & Net Worth**

19) The nominee listed the following deferred sources of income: -

- i) Salary from the Daystar University of Kshs. 2,566,115;
- ii) Allowances from the Insurance Regulatory Authority of Kshs. 240, 000; and
- iii) Allowances from Biblia Sacco of Kshs. 720,309;

20) He estimates his net worth to be between Kshs. 25 million and 30 million.

- 21) On restrictions on other gainful employment, the nominee informed the Committee that he does not have any plans, commitments or agreements to pursue outside employment.

#### **Potential Conflict of Interest**

- 22) The nominee indicated that he has no conflict of interest and that should it arise during his service in the Commission, he would disclose the same. He would be guided by Chapter Six of the Constitution on Leadership and Integrity.

- 23) He would also follow the Code of Conduct and Regulations of the Commission and rely on the same to resolve any areas of concern.

#### **Pro-Bono/Charity Work/ Donation to Charity**

- 24) The nominee has been involved in CITAM Church for the last twenty (20) years by spending time assisting orphaned children in children's homes.

- 25) The nominee has never been charged in a court of law in the last three years, nor has he ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years. He also has no objection to making inquiries with his present employer/referees in the course of consideration of his nomination.

- 26) He also informed the Committee that his experience and leadership skills will benefit the Commission through his active participation in all meetings and activities aimed at ensuring compliance with constitutional requirements of gender and equality. He also committed to work together with other Commissioners to mainstream the issues of gender equality and representation including historical injustices through existing legislation or identifying legislative gaps.

- 27) He also informed the Committee that he would strengthen the existing complaints reporting mechanisms within the Commission.

- 28) As a Commissioner, he will ensure that the 'Big Four' Agenda impacts positively on the poor, less privileged and the minority groups in the country.

- 29) On the concerns about the increasing marginalisation of the boy child, the nominee informed the Committee that he will highlight the plight of the boy child and

implement reports done by previous Commissions on this matter. He will also champion the rights of the marginalised special interest groups.

30) On his reasons for moving from the private sector to the public sector, the nominee indicated that the move was driven by the urge to serve the country in the public sector by bringing in expertise on finance and governance matters.

31) Regarding the legacy he would leave at the Commission, he informed the Committee that he hopes he will provide the necessary oversight needed to positively impact the various special interest groups. This will be achieved through his leadership skills, networking, strengthening legislation and budgets that have direct impact on the special interest groups.

## **5.0 COMMITTEE OBSERVATIONS**

### **5.1 General Observations**

57. The Committee observed that the appointing authority complied with Section 7 of the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 as follows –

- i. The nominees were duly nominated following recommendation of the Selection Panel for the selection of Nominees for appointment as Members of the National Gender and Equality Commission and names submitted to the National Assembly for vetting;
- ii. The nomination process meets the various constitutional and statutory requirements relating to the office in question; and
- iii. the nominees are suitable for appointment with due regard to Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on restriction of State Officers and Article 78(2) on dual citizenship. Both nominees also exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Gender and Equality Commission.



## 5.2 Specific Observations

### 5.2.1 Mrs. Caroline Naikena Lentupuru

58. Having conducted the approval hearing of Mrs. Caroline Naikena Lentupuru, the Committee observed THAT –

- (a) She meets the requirements of Section 10 (2) and (3) of the National Gender and Equality Commission Act No, 15 of 2011 in that –
- (i) She holds a Master of Arts degree in International Development and Social Change from Clark University, USA and a Bachelor of Education (Arts) degree from Moi University.
  - (ii) She has more than 25 years' experience in various organisation and notably she served as Gender and Development Coordinator World Vision Kenya and Gender resource specialist in US based organisation;
  - (iii) she meets the requirements of Chapter Six of the Constitution on leadership and integrity having been cleared by DCI, KRA, RPP, HELB and EACC;
  - (iv) she is not a member of Parliament or a County Assembly;
  - (v) she is not a member of a political party;
  - (vi) she is not an undischarged bankrupt; and
  - (vii) she has not been removed from office for contravening the provisions of the Constitution or any other law.
- (b) She has never been charged with a criminal offence in a Court of Law;
- (c) She has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on restriction of State Officers and Article 78(2) on dual citizenship;
- (d) She demonstrated resolve and ability to add value to the NGEC;
- (e) She exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Equality and Gender Commission.

### 5.2.2 Mr. Thomas Okoth Koyier

59. Having conducted the approval hearing of Mr Thomas Okoth Koyier, the Committee observed THAT –

- a) He meets the requirements of Section 10(1) and (3) of the NGEC Act of 2011 in that -
  - (i) he holds a Master of Science degree in Business Administration from Southern Oregon State University and currently pursuing a Doctorate in Leadership and Governance at Jomo Kenyatta University of Science and Technology .
  - (ii) he has more than thirty years' experience as a lecturer of various courses including commerce and finance;
  - (iii) he meets the requirements of Chapter Six of the Constitution on leadership and integrity having been cleared by DCI, KRA, RPP, HELB and EACC;
  - (iv) he is not a member of Parliament or a County Assembly;
  - (v) he is not a member of any political party;
  - (vi) he is not an undischarged bankrupt; and
  - (vii) he has not been removed from office for contravening the provisions of the Constitution or any other law.
- b) His experience in the leadership and finance sector will add value to the NGEC.
- c) There will be no potential conflict of interest as stipulated in Article 75(1) of the Constitution in case he is appointed.
- d) He has never been charged with a criminal offence in a Court of Law.
- e) He has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on restriction of State Officers and Article 78(2) on dual citizenship.
- f) He exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Gender and Equality Commission.

## 6.0 COMMITTEE RECOMMENDATION

60. The Committee recommends that pursuant to Article 250 (2) (b) of the Constitution and Section 11 (7) of the NGEC Act, the House **approves the appointment of Mrs. Caroline Naikena Lentupuru and Mr. Thomas Okoth Koyier as Members of the National Gender and Equality Commission.**

SIGNED.....

HON. JOSEPHAT KABINGA WATHAYU, OGW, M.P.

CHAIRPERSON

DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE

DATE.....



# LIST OF ANNEXURES





**THE NATIONAL ASSEMBLY  
12TH PARLIAMENT - FIFTH SESSION (2021)  
DC- LABOUR AND SOCIAL WELFARE**

**REPORT ADOPTION SCHEDULE**

**REPORT ON THE VETTING OF THE NOMINEES FOR APPOINTMENT TO THE  
POSITION OF MEMBER OF THE NATIONAL GENDER AND EQUALITY  
COMMISSION (NGEC)**

DATE: 16<sup>TH</sup> DECEMBER, 2021

No.	HON MEMBER	SIGNATURE
1.	The Hon. Josphat Kabinga Wachira, M.P – (Chairperson)	
2.	The Hon. Gideon Koske Kimutai, M.P. (Vice Chairperson)	
3.	The Hon. Ronald Kiprotich Tonui, MP	Virtual
4.	The Hon. Abdi Mude Ibrahim, MP	
5.	The Hon. Caleb Amisi, M.P.	
6.	The Hon. Charles Kanyi Njagua, MP	Virtual
7.	The Hon. Fabian Kyule Muli, MP	
8.	The Hon. Gideon Keter, M.P.	
9.	The Hon. James Onyango K'Oyoo, MP	
10.	The Hon. Janet Marania Teyiaa, MP	
11.	The Hon. Moses Malulu Injendi, M.P	
12.	The Hon. Nelson Koech, M.P	

No.	HON MEMBER	SIGNATURE
13.	The Hon. Ole Sankok David, MP	
14.	The Hon. Omboko Milemba, MP	
15.	The Hon. Rose Museo, MP	
16.	The Hon. Safia Sheikh Adan, MP	<i>Safia</i>
17.	The Hon. Titus Mukhwana Khamala, M.P.	<i>Virtual</i>
18.	The Hon. Tom Mboya Odege, MP	<i>Virtual</i>
19.	The Hon. Wilson Sossion, MP	<i>W.S.</i>



**MINUTES OF THE 77<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON TUESDAY, 7<sup>TH</sup> DECEMBER, 2021 AT 9.50 A.M. IN THE MINI-CHAMBER ON 1<sup>ST</sup> FLOOR, COUNTY HALL, PARLIAMENT BUILDINGS**

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**PRESENT**

1. **The Hon. Josphat Kabinga Wachira, OGW, M.P. – Chairperson**
2. **The Hon. Gideon Koske Kimutai, M.P. – Vice-Chairperson**
3. The Hon. Moses Malulu Injendi, M.P.
4. The Hon. Ronald Kiprotich Tonui, M.P.
5. The Hon. Abdi Mude Ibrahim, M.P.
6. The Hon. Caleb Amisi, M.P.
7. The Hon. Fabian Kyule Muli, M.P.
8. The Hon. Safia Sheikh Adan, M.P.
9. The Hon. Wilson Sossion, M.P.

**APOLOGY**

1. The Hon. James Onyango K'Oyoo, M.P.
2. The Hon. Janet Marania Teyiaa, M.P.
3. The Hon. Rose Museo Mumo, M.P.
4. The Hon. Charles Kanyi Njagua, M.P.
5. The Hon. David Ole Sankok, M.P.
6. The Hon. Gideon Keter, M.P.
7. The Hon. Nelson Koech, M.P.
8. The Hon. Titus Mukhwana Khamala, M.P.
9. The Hon. Omboko Milemba, M.P.
10. The Hon. Tom Mboya Odege, M.P.

**IN ATTENDANCE**

**Committee Secretariat**

- |                          |   |                        |
|--------------------------|---|------------------------|
| 1. Ms. Susan Maritim     | - | Senior Clerk Assistant |
| 2. Mr. John Mugoma       | - | Clerk Assistant II     |
| 3. Mr. Sidney Lugaga     | - | Legal Counsel I        |
| 4. Mr. James Muguna      | - | Research Officer       |
| 5. Ms. Sheila Chebotibin | - | Sergeant-At-Arms       |
| 6. Mr. Nickson Kibet     | - | Audio Officer          |

**Nominees to National Gender and Equality Commission**

1. Mrs. Caroline Naikena Lentupuru
2. Mr. Thomas Koyier

**AGENDA**

1. Prayers;
2. Preliminaries: Introductions, Communication from the Chairperson and Adoption of the Agenda;
3. **Vetting of Mrs. Caroline Naikena Lentupuru and Mr Thomas Okoth Koyier for appointment to the position of Members of the National Gender and Equality Commission (NGEC);**

4. Any Other Business;
5. Adjournment.

**MIN.NO. DC/LSW/2021/395                      PRAYER AND PRELIMINARIES**

The meeting commenced at 9.50 a.m. with the Prayer followed by introductions and welcoming remarks from the Chairperson.

**MIN.NO. DC/LSW/2021/396                      ADOPTION OF THE AGENDA**

The Agenda was adopted without amendments, having been proposed and seconded by the Hon. Caleb Amisi, M.P. and the Hon. Safia Sheikh Adan, M.P. respectively.

**MIN.NO. DC/LSW/2021/397                      CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING**

Confirmation of the Minutes of the previous sittings was deferred to the next sitting.

**MIN.NO. DC/LSW/2021/398                      BRIEFING ON PARLIAMENTARY APPROVAL OF PERSONS NOMINATED FOR APPOINTMENT AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

The Committee was briefed that:-

1. The Speaker on 25<sup>th</sup> November 2021 referred the Departmental Committee on Labour and Social Welfare to undertake the necessary approval hearings pursuant to Standing Order 42(3) on Messages from the President on the nomination of Ms Caroline Naikena Lentupuru and Mr Thomas Okoth Koyier for appointment to the office of Member of the National Gender and Equality Commission.
2. The qualifications for appointment as a member of the National Gender and Equality Commission are provided for in Section 9 and Section 10(2) of the NGEC Act. Section 10(2) provides that a person shall be qualified for appointment as a member of the Commission if the person:-
  - a) holds a degree from a university recognized in Kenya;
  - b) has the knowledge and at least ten years' experience in matters relating to the fields of law; public administration; economics; gender and social development; human rights; management; or social sciences;
  - c) has had a distinguished career in their respective fields; and
  - d) meets the requirements of Chapter Six of the Constitution.
3. Section 10(3) of the NGEC Act provides that a person shall not be qualified for appointment as the chairperson or a member if such person:- is a Member of Parliament or a County Assembly, is a member of the governing body of a political party, is a member of a local authority, is an undischarged bankrupt or has been removed from office for contravening the provisions of the Constitution or any other law.

4. Section 11 of the National Gender and Equality Commission Act outlines the procedure for appointment of a chairperson and a member of the National Gender and Equality Commission.
5. Whenever there is a vacancy in the Commission, the President convenes a selection panel for the purpose of selecting suitable candidates for appointment as the chairperson or member of the Commission within fourteen days of the occurrence of the vacancy.
6. Within seven days of receipt of the names forwarded, the President nominates one person for appointment as chairperson and four persons for appointment as members of the Commission and forwards the names of the persons nominated to the National Assembly.
7. Section 11 (7) of the NGEC Act provides that the National Assembly shall consider all the nominations received and may approve or reject any nomination, within twenty-one days of the day it next sits after receipt of the names of the nominees from the President.
8. Section 11 (8) of the NGEC Act provides that where the National Assembly approves the nominees, the Speaker shall, forward the names of the approved persons to the President for appointment.
9. Section 11 (10) of the NGEC Act provides that *where the National Assembly rejects any nomination*, the Speaker shall, *within three days*, communicate the decision of the National Assembly to the President to submit fresh nominations.
10. The Committee is required to take into consideration the following issues in relation to the nomination as per Section 7 of the Public Appointments (Parliamentary Approval) Act:
  - a) the procedure used to arrive at the nominee;
  - b) any constitutional or statutory requirements relating to the office in question; and
  - c) the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.
11. Further, the Committee may consider the candidate's academic credentials, professional training and experience, personal integrity and background in conducting the Approval hearing as stipulated in Section 6 of the Public Appointments (Parliamentary Approval) Act.

MIN.NO. DC/LSW/2021/399

**VETTING OF NOMINEES FOR APPOINTMENT TO  
THE OFFICE OF MEMBERS OF THE NATIONAL  
GENDER AND EQUALITY COMMISSION**

The Committee administered oath to the nominees and then verified their documents. The nominees were then interrogated on the following areas to examine their suitability for the position of a Member of NGEC:-

- a) Educational background
- b) Work experience, employment record, current engagement and membership to Professional Associations;
- c) Service in the public service sector;
- d) Mandate of the Commission, successes, challenges and service delivery;
- e) Leadership and Integrity;

- f) Managing potential/actual conflict of interest;
- g) Restrictions on other gainful employment;
- h) Human and financial resource management; and
- i) Financial disclosure

**1. MS. CAROLINE NAIKENA LENTUPURU, NOMINEE FOR MEMBER, NATIONAL GENDER & EQUALITY COMMISSION**

Mrs. Caroline Naikena Lentupuru informed the Committee that –

- 1) She is a Kenyan citizen born in 1970 in Kiserian Baringo County. Her National Identification No. is 10081612. She is from the Ilchamus ethnic community.

**Clearance Requirements**

- 2) The nominee has complied with her tax obligations to the State, as evidenced by KRA Tax Compliance Certificate No. KRANKU1216160121 and confirmation letter from the Kenya Revenue Authority in a letter to the Clerk of the National Assembly Ref. Ref. No. CDT/HQ/54 dated 7<sup>th</sup> December 2021. Her KRA PIN No. is A002177893E.
- 3) She is also in good standing with the Police, as confirmed by Police Clearance Certificate No. PCC-LLT2WJ5Z issued on 27<sup>th</sup> March 2021 and a letter to the Clerk of the National Assembly Ref. No. DCI/CRO/SEC/6/7/A/VOL.X/82 dated 29<sup>th</sup> November 2021.
- 4) The nominee was cleared by the Higher Education Loans Board as evidenced by Certificate No. 041049 issued on 9<sup>th</sup> October 2012 and corroborated by a letter to the Clerk of the National Assembly Ref. No. HELB/RR/112009/139 dated 29<sup>th</sup> November 2021.
- 5) She has neither held nor holds any public office. She also does not have any political affiliations and is not a member of a political party as confirmed by the Registrar of Political Parties' letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.
- 6) On matters of integrity, the Ethics and Anti-Corruption Commission vide a letter Ref. No. EACC.7/10/5/ VOL XIX dated 6<sup>th</sup> December 202 confirmed that the Commission has not undertaken any investigations where the nominee has been found culpable.

**Education Background**

- 7) The nominee holds a Master of Arts degree in International Development and Social Change from Clark University, USA (2008-2010) and a Bachelor of Education (Arts) degree from Moi University (1989 -1993).
- 8) She attended Sacho High School for Advanced Level Certificate (1987-1988), Ng'ambo Secondary School for Ordinary Level Certificate (1983-1986) and Ng'ambo Primary School for Certificate of Primary Education (1976-1982).

**Employment Record**

- 9) On employment, the nominee has held various positions as follows:
  - (i) 2008 to date: Director of Governance Affairs at the Inter-Government Relations Technical Committee;

- (ii) 2011 to date: Volunteer Scholarship Coordinator, Growth Through Learning Inc. USA;
- (iii) 2013-2017: County Executive Committee Member, Baringo County;
- (iv) 2011-2012: Gender Resource Specialist at Landesa;
- (v) 2009: Member of Sugar Industry Stakeholders Taskforce;
- (vi) 2005-2008: Gender and Development Coordinator at World Vision Kenya ()
- (vii) 2004-2005: Member of the Taskforce on the Conservation of the Environment;
- (viii) 1995-2004: Deputy Principal, Kiserian Secondary School in Baringo;
- (ix) 1993-1995: Assistant Teacher.

### **Honours and Awards**

10) The nominee is a recipient of the following awards –

- (i) 2020: Head of State Commendation (HSC);
- (ii) 2015: Distinguished Alumnus of the International Institute of Education;
- (iii) 2011: International Campaigner Award, Sheila Mckechnie Foundation, UK;
- (iv) 2010: Clinton Global Initiative University, USA;
- (v) 2008: Full scholarship for graduate studies from Ford Foundation;
- (vi) 2008: Merit Scholarship for academic and professional excellence, Clark University, USA;
- (vii) 2000: Merit Award, 3<sup>rd</sup> Best in Geography in KCSE, Baringo District; and
- (viii) 1995: Merit Award, 3<sup>rd</sup> Best in Christian Religious Education in KCSE, Samburu District.

### **Professional Association & Memberships**

11) The nominee has been Associate Member of the Kenya Institute of Management since the year 2020 and Treasurer of the Ilchamus Community Development Organisation since the year 2017.

12) She has also held various positions in the following organisations:-

- (i) Member of the Rift Valley Drainage Catchment Area Advisory Committee from the year 2012 to 2016;
- (ii) Member of the Board of Governors of Sandai Secondary School from the year 2012 to 2015;
- (iii) Member of the Board of Directors of Marigat District Education Board from 2009 to 2016;
- (iv) Member of the Board of Governors of Kiserian Secondary School from the year 2010 to 2016;
- (v) Member of the Board of Governors of Ng'ambo Secondary School from the year 2006 to 2008;

- (vi) Member of Ilchamus-Pokot Peace Committee from the year 2005 to 2008;
- (vii) Member and Technical Advisor for Ilchamus Sinyati Women Group since 1997; and
- (viii) Member of the Kenya National Union of Teachers from the year 1993 to 2004.

**Published Writings**

13) The nominee has not published any writings.

**Public Office, Political Activities and Affiliations**

14) She has never been dismissed from office for contravention of Article 75 of the Constitution and has never been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

**Deferred Income/Future Benefits**

15) The nominee expects to receive a gratuity of Kenya shillings two million three hundred forty-seven thousand three hundred thirty-eight (Kshs. 2,347,338) from the Inter-Governmental Relations Technical Committee and Kshs. 2 million from British American insurance policy.

**Outside commitment during service in office**

16) The nominee informed the Committee that she does not have any plans, commitments or agreements to pursue outside employment.

**Sources of Income**

17) The nominee listed the following sources of income:-

- (i) Salary of Kshs. 6,762,857;
- (ii) Farming income from the sale of crops and livestock keeping of Kshs. 850,000;
- (iii) Insurance policy investment of Kshs. 2 million; and
- (iv) Sale of car worth Kshs. 1.3 million.

**Statement of Net Worth**

18) She submitted to the Committee the following Statement of Net Worth:-

S/No.	Item	Amount (Kshs)
1.	Land	
	i. 10 acres in Rongai, Nakuru	14,000,000
	ii. 7 acres in Kailer, Marigat	700,000
	iii. 4 acres in Maoi, Marigat	1,600,000
	iv. 3 plots in Marigat town	1,200,000
	v. 1 plot in Kampi ya Samaki	400,000

S/No.	Item	Amount (Kshs)
	vi. ¼ acre in Kampi ya Moto in Nakuru	800,000
	vii. 1 plot in Mogotio	400,000
	viii. ¾ acre at Kokwa Island	1,000,000
2.	Livestock	500,000
3.	Motor vehicle	1,200, 000
4.	House in Kailer	3,200,000
5.	House in Rongai	2,800,000
6.	Cash at Bank	3,700,000
	<b>Financial Net Worth</b>	<b>31,700,000</b>

### Potential Conflict of Interest

19) On potential conflict of interest, the nominee informed the Committee that potential conflict of interest might arise from relatives seeking employment at the NGEN or tender contracts and gifts award. To address this, the nominee informed the Committee that should it arise, she intends to register the conflict of interest with the Commission and recuse herself from the recruitment process of any of her relatives.

20) She also committed to take the following action:-

- (i) Declare to NGEN Commissioners and management;
- (ii) Register the interest in the conflict-of-interest register;
- (iii) Explain the nature of the conflict to ensure that it is understood;
- (iv) Withdraw participation in the recruitment process; and
- (v) On gifts, she will declare the same, and if the value is above Kshs. 20,000, she will surrender to the Commission.

### Pro-Bono/Charity Work/ Donation to Charity

21) The nominee listed the following charity work and donations:-

- (i) Volunteering in identifying and linking bright and needy girls to high school scholarships supporting 103 girls so far. Time spent on this is approximately seven weeks per year since 2011;
- (ii) Supporting 2 underprivileged run-away girls with counselling, accommodation and payment of school fees since May 2021;
- (iii) Identification of a development partner and proposal and writing for Water Resources Osmosis Plant, a community water project in Kailer Village, for clean water at a cost of Kshs. 10million. Time spent is approximately three hours weekly since 2020;

- (iv) Support in settling, comforting and meeting the basic needs of the internally displaced people from Mukutani area who were displaced by cattle rustlers during the Mukutani massacre in 2017.
  - (v) Payment of college fees of approximately Kshs. 54,000 for a needy student in a teacher's training college in 2016.
  - (vi) Contribution of Kshs. 80,000 to support three (3) pastors in their bible courses training in 2016;
  - (vii) Construction of IIng'arua Full Gospel Church, Ildepe AIC and AIC Rafiki in Kabarak amounting to Kshs. 197,000.
  - (viii) Proposal writing to a US-based organisation to supply 18 sewing machines to needy women in the community who needed the machines to support their livelihood.
  - (ix) Proposal writing to Huru International and transporting of reusable sanitary pads for 639 primary school girls in eight primary schools in 2010. She further spent Kshs. 15,000 for transportation and distribution of the pads to the girls.
- 22) The nominee has never been charged in a court of law in the last three years, nor has she ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years. She also has no objection to making inquiries with her present employer/referees in the course of consideration of her nomination.
  - 23) The nominee informed the Committee that her education background and work experience have adequately equipped her with necessary experience in management, leadership and gender advocacy skills which will be vital in the running of the Commission and realization of its mission and vision. The mandate of NGEK envisions that the youth, women, persons with disabilities and the marginalized groups are all treated equally before the law without discrimination.
  - 24) Her skills in monitoring and evaluation will be key in monitoring various projects undertaken by the Commission and ensuring conclusive implementation of such projects.
  - 25) She pledged to promote equality and non-discrimination in the country to achieve the objectives of the Vision 2030 Social Pillar.
  - 26) On integrity, the nominee assured the Committee that she would observe integrity, objectivity and impartiality when making decisions without external influence; guided by the tenets of Chapter Six of the Constitution. She also assured the Committee that she would demonstrate selfless service and involve the people in decision making through public participation.
  - 27) She also pledged to promote strong advocacy and create awareness to give both genders an equal opportunity and ensure that they all benefit from affirmative action programmes including the National Government Constituencies Development Fund to ensure that both the youth and PWDs benefit from bursaries. She also committed to pushing for gender equality in recruitments in both public and private sectors and equality in decision making.
  - 28) The nominee further informed the Committee that she would work with the other Commissioners and secretariat to ensure that the special interest groups contribute to the



'Big Four' Agenda and the realization of the Vision 2030 by ensuring non-discrimination and involving them in productive activities like manufacturing and agricultural production.

- 29) She will also, together with other Commissioners, enhance synergy in working with other Commissions like the National Commission on Human Rights and the Commission on Administrative Justice to implement the principles of equality and freedom from discrimination.
- 30) The nominee also informed the Committee that she would initiate dialogue and programmes to address issues of negative ethnicity and backward cultural practices e.g., Female Genital Mutilation.
- 31) Regarding some of the challenges facing the NGEC, the nominee informed the Committee that inadequate funding has slowed down the activities of the Commission which includes among others promoting gender equality, preparing and submitting annual reports to Parliament, auditing, monitoring and advising on development of affirmative actions and facilitate gender mainstreaming.
- 32) The nominee indicated that there is no conflict or duplication of roles between NGEC and other Commissions, for instance, the Commission on Administrative Justice, the National Commission on Human Rights and the Anti Female Genital Mutilation Board (FGM) hence there is no justification to merge them since their mandates are distinct.
- 33) Regarding her legacy, the nominee informed the Committee she would want to leave a Commission that has accurate data on special interest groups including the minority for better decision making and creating a roadmap on how to involve them and make them contribute to the welfare of the Nation. She also hopes to improve on the visibility and perception of NGEC in the eyes of the public.

## **2. APPROVAL HEARING OF MR. THOMAS OKOTH KOYIER NOMINEE FOR MEMBER, NATIONAL GENDER & EQUALITY COMMISSION**

- 1) Mr. Thomas Okoth Koyier informed the Committee that he is a Kenyan citizen born on 22<sup>nd</sup> May, 1960 in Rachuonyo, Homa Bay County. His National Identification No. is 1572165. He is widowed.

### **Clearance Requirements**

- 2) He has complied with his tax obligations to the State as evidenced by KRA Tax Compliance Certificate No. KRAWON1249360921 and confirmation letter from the Kenya Revenue Authority in a letter to the Clerk of the National Assembly Ref. No. CDT/HQ/54 dated 7<sup>th</sup> December, 2021. His KRA PIN No. is A002692625T.
- 3) He is also in good standing with the Police, as confirmed by Police Clearance Certificate No. PCC-3OT7L5R5 issued on 22<sup>nd</sup> October, 2021 and a letter to the Clerk of the National Assembly Ref. No. DCI/CRO/SEC/6/7/A/VOL.X/82 dated 29<sup>th</sup> November, 2021.
- 4) He is not a beneficiary of a loan from the Higher Education Loans Board, as evidenced by Certificate No. HLB-6DFWY6A which was issued on 4<sup>th</sup> October, 2021 and corroborated by a letter to the Clerk of the National Assembly Ref. No. HELB/RR/112009/139 dated 29<sup>th</sup> November 2021.

- 5) On matters of integrity, the Ethics and Anti-Corruption Commission vide a letter Ref. No. EACC.7/10/5/ VOL XIX dated 6<sup>th</sup> December 202 confirmed that the Commission has not undertaken any investigations where the nominee has been found culpable.
- 6) The nominee does not have any political affiliations and is not a member of a political party as confirmed by the Registrar of Political Parties' letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.

### **Education Background**

- 7) Mr. Koyier is currently pursuing a Doctorate in Leadership and Governance at the Jomo Kenyatta University of Science and Technology. In addition, he is a holder of a Master of Science degree in Business Administration from the Southern Oregon State University in the United States of America (1986-1988).
- 8) He also holds Bachelor's degree in Business Administration (Finance) from the Central Washington University in Ellensburg, Washington, USA (1984-1986) and an Associate's degree in Business Administration from Skagit Valley College in Mount Vernon, Washington, USA (1982-1984).
- 9) The nominee attended Kanyamfwa Primary School where he sat for the Certificate of Primary Education (CPE) in 1975. He also attended Oriwo Secondary School where he sat for the East African Certificate of Education (EACE) in 1979.

### **Professional Experience**

- 10) Mr. Koyier is a lecturer at the School of Business and Economics of Daystar University since 2000, where he has served as the Head of the Commerce Department and acted as Dean in the Faculty. During this time, he supervised students in the MBA Program and conducted short courses in business, entrepreneurship, peace and reconciliation, conflict management and capacity building.
- 11) He is also a Member of the Insurance Appeals Tribunal in Kenya since May 2019 and has also served as a credit officer in various banks, including Bullion Bank, US Bank of Oregon and GIRO Bank.
- 12) He is also a Board Member of the Biblia Sacco and has served twice as the Chairperson of the Selection Panel for Members of the Teachers Service Commission.

### **Public Office, Political Activities and Affiliations**

- 13) The nominee does not have any political affiliations and is not a political party member, as confirmed by a letter to the Clerk of the National Assembly Ref. No RPP/ORG/34 VOL.V (34) dated 1<sup>st</sup> December 2021.
- 14) He has never been dismissed from office for contravention of Article 75 of the Constitution and has never been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

### **Publications**

- 15) The nominee has published the following articles: -
  - i) An Evaluation of Strategies to Gain Competitive Advantage: A case of Selected Cement Manufacturing Firms in Kenya;

- ii) The Effects of Reward Systems on Employee Satisfaction;
- iii) Factors Influencing Fund Managers Strategic Choice of Investments (Journal of Strategic Management (2017), Political Science and Psychology (2016) and International Journal of Finance and Accounting (2016).

**Membership to Professional Organizations/Bodies**

- 16) The nominee is a Certified Professional Mediator by the Mediation Training Institute a Member of the Daystar University Ethics Review Board and Human Resource Committee.

**Deferred Income/Future Benefits**

- 17) The nominee indicated that he does not have any deferred income or future benefits.

**Potential Conflict of Interest**

- 18) Mr. Koyier indicated that he has no conflict of interest at the moment and that should it arise during his service in the Commission, he would disclose the same. He would be guided by Chapter Six of the Constitution on Leadership and Integrity.

**Nominee's Deferred Income & Net Worth**

- 19) The nominee listed the following deferred sources of income: -

- i) Salary from the Daystar University of Kshs. 2,566,115;
- ii) Allowances from the Insurance Regulatory Authority of Kshs. 240, 000; and
- iii) Allowances from Biblia Sacco of Kshs. 720,309;

- 20) He estimates his net worth to be between Kshs. 25 million and 30 million consisting of land in Kiserian and a house in Syokimau.

- 21) On restrictions on other gainful employment, the nominee informed the Committee that he does not have any plans, commitments or agreements to pursue outside employment.

**Potential Conflict of Interest**

- 22) The nominee indicated that he has no conflict of interest at the moment and that should it arise during his service in the Commission, he would disclose the same. He would be guided by Chapter Six of the Constitution on Leadership and Integrity.

- 23) He would also follow the Code of Conduct and Regulations of the Commission and rely on the same to resolve any areas of concern.

**Pro-Bono/Charity Work/ Donation to Charity**

- 24) The nominee has been involved in CITAM Church for the last twenty (20) years by spending time assisting orphaned children in children's homes.

- 25) The nominee has never been charged in a court of law in the last three years, nor has he ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years. He also has no objection to making inquiries with his present employer/referees in the course of consideration of his nomination.

- 26) He also informed the Committee that his experience and leadership skills will benefit the Commission through his active participation in all meetings and activities aimed at ensuring compliance with constitutional requirements of gender and equality. He also

committed to work together with other Commissioners to mainstream the issues of gender equality and representation including historical injustices through existing legislation or identifying legislative gaps.

- 27) He also informed the Committee that he would strengthen the existing complaints reporting mechanisms within the Commission.
- 28) As a Commissioner, he will ensure that the 'Big Four' Agenda impacts positively on the poor, less privileged and the minority groups in the country.
- 29) On the concerns about the increasing marginalisation of the boy child, the nominee informed the Committee that he will highlight the plight of the boy child and implement reports done by previous Commissions on this matter. He will also champion the rights of the marginalised special interest groups.
- 30) On his reasons for moving from the private sector to the public sector, the nominee indicated that the move was driven by the urge to serve the country in the public sector by bringing in expertise on finance and governance matters.
- 31) Regarding the legacy he would leave at the Commission, he informed the Committee that he hopes he will provide the necessary oversight needed to positively impact the various special interest groups. This will be achieved through his leadership skills, networking, strengthening legislation and budgets that have direct impact on the special interest groups.

**MIN.NO. DC/LSW/2021/400**

## **COMMITTEE OBSERVATIONS**

### **a) General Observations**

The Committee observed that the appointing authority complied with Section 7 of the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 as follows –

- i. the nominees were duly nominated following the recommendation of the Selection Panel for the selection of Nominees for appointment as Members of the National Gender and Equality Commission and names submitted to the National Assembly for vetting;
- ii. the nomination process meets the various constitutional and statutory requirements relating to the office in question;
- iii. the nominees are suitable for appointment with due regard to Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on the restriction of State Officers and Article 78(2) on dual citizenship. Both nominees also exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Gender and Equality Commission; and
- iv. there was no memorandum received contesting nomination for appointment of the two nominees.

**b) Specific Observations**

**i. Mrs. Caroline Naikena Lentupuru**

Having conducted the approval hearing of Mrs. Caroline Naikena Lentupuru, the Committee observed THAT –

- (a) She meets the requirements of Section 10 (2) and (3) of the National Gender and Equality Commission Act No, 15 of 2011 in that –
- (i) She holds a Master of Arts degree in International Development and Social Change from Clark University, USA and a Bachelor of Education (Arts) degree from Moi University.
  - (ii) She has more than 25 years' experience in various organisations and notably she served as Gender and Development Coordinator World Vision Kenya and Gender resource specialist in US-based organisation;
  - (iii) she meets the requirements of Chapter Six of the Constitution on leadership and integrity having been cleared by DCI, KRA, RPP, HELB and EACC;
  - (iv) she is not a member of Parliament or a County Assembly;
  - (v) she is not a member of a political party;
  - (vi) she is not an undischarged bankrupt; and
  - (vii) she has not been removed from office for contravening the provisions of the Constitution or any other law.
- (b) She has never been charged with a criminal offence in a Court of Law;
- (c) She has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on restriction of State Officers and Article 78(2) on dual citizenship;
- (d) She demonstrated resolve and ability to add value to the NGEC;
- (e) She exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Equality and Gender Commission.

**ii. Mr. Thomas Okoth Koyier**

Having conducted the approval hearing of Mr Thomas Okoth Koyier, the Committee observed THAT –

- a) He meets the requirements of Section 10(1) and (3) of the NGEC Act of 2011 in that -
- (i) he holds a Master of Science degree in Business Administration from Southern Oregon State University and currently pursuing a Doctorate in Leadership and Governance at Jomo Kenyatta University of Science and Technology.

- (ii) he has more than thirty years experience as a lecturer of various courses including commerce and finance. He has also served twice as the Chairperson of the Selection Panel for Members of the Teachers Service Commission.
  - (iii) he meets the requirements of Chapter Six of the Constitution on leadership and integrity having been cleared by DCI, KRA, RPP, HELB and EACC;
  - (iv) he is not a member of Parliament or a County Assembly;
  - (v) he is not a member of any political party;
  - (vi) he is not an undischarged bankrupt; and
  - (vii) he has not been removed from office for contravening the provisions of the Constitution or any other law.
- b) His experience in the leadership and finance sector will add value to the NGECC.
  - c) There will be no potential conflict of interest as stipulated in Article 75(1) of the Constitution in case he is appointed.
  - d) He has never been charged with a criminal offence in a Court of Law.
  - e) He has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Article 75(1) on conflict of interest, Article 76 on financial probity, Article 77 on restriction of State Officers and Article 78(2) on dual citizenship.
  - f) He exhibited knowledge and understanding of the mandate and other pertinent issues relating to the National Gender and Equality Commission.

**MIN.NO. DC/LSW/2021/401 COMMITTEE RECOMMENDATION**

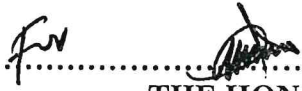
The Committee resolved to recommend to the House the approval of the two nominees as Members of the National Gender and Equality Commission.

**MIN.NO. DC/LSW/2021/402 ANY OTHER BUSINESS**

The Chairperson thanked the Honourable Members and the Secretariat for their commitment during the Fifth Session of the 12<sup>th</sup> Parliament and for participating in the vetting exercise.

**MIN.NO. DC/LSW/ 2021/401 ADJOURNMENT**

There being no other business, the meeting was adjourned at 12.40 p.m. The date of the next meeting will be communicated by way of notice.

SIGNED:  .....  
**THE HON. JOSPHAT KABINGA WACHIRA, M.P.**  
**(CHAIRPERSON)**

DATE:  .....

**MINUTES OF THE 78<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR AND SOCIAL WELFARE HELD ON THURSDAY, 16<sup>TH</sup> DECEMBER, 2021 AT 10.30 A.M. IN COMMITTEE ROOM SEVEN, MAIN PARLIAMENT BUILDING**

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**PRESENT**

1. **The Hon. Josphat Kabinga Wachira, OGW, M.P.** – **Chairperson** (*Virtual Attendance*)
2. **The Hon. Gideon Koske Kimutai, M.P.** – **Vice-Chairperson**
3. The Hon. Moses Malulu Injendi, M.P. (*Virtual Attendance*)
4. The Hon. Ronald Kiprotich Tonui, M.P. (*Virtual Attendance*)
5. The Hon. Abdi Mude Ibrahim, M.P. (*Virtual Attendance*)
6. The Hon. Caleb Amisi, M.P. (*Virtual Attendance*)
7. The Hon. Charles Kanyi Njagua, M.P.
8. The Hon. Fabian Kyule Muli, M.P. (*Virtual Attendance*)
9. The Hon. Safia Sheikh Adan, M.P.
10. The Hon. Tom Mboya Odege, M.P. (*Virtual Attendance*)
11. The Hon. Titus Mukhwana Khamala, M.P. (*Virtual Attendance*)
12. The Hon. Wilson Sossion, M.P.

**APOLOGY**

1. The Hon. James Onyango K'Oyoo, M.P.
2. The Hon. Janet Marania Teyiaa, M.P.
3. The Hon. Rose Museo Mumo, M.P.
4. The Hon. David Ole Sankok, M.P.
5. The Hon. Gideon Keter, M.P.
6. The Hon. Nelson Koech, M.P.
7. The Hon. Omboko Milemba, M.P.

**IN ATTENDANCE**

**Committee Secretariat**

1. Ms. Susan Maritim - Senior Clerk Assistant (*Virtual Attendance*)
2. Mr. John Mugoma - Clerk Assistant II
3. Mr. Sidney Lugaga - Legal Counsel I
4. Ms. Doreen Karani - Legal Counsel I (*Virtual Attendance*)
5. Mr. Nickson Kibet - Audio Officer

**AGENDA**

1. Prayers;
2. Preliminaries: Prayers, Communication from the Chairperson and Adoption of the Agenda;
3. Confirmation of Minutes and Matters Arising
1. **Consideration and adoption of the report on vetting of the nominees for appointment to the office of Members of the National Gender and Equality Commission:- Mrs. Caroline Naikena Lentupuru and Mr Thomas Okoth Koyier**
2. Any Other Business;
3. Adjournment.

**MIN.NO. DC/LSW/2021/402: PRAYER AND PRELIMINARIES**

The meeting commenced at 10.30 a.m. with the Prayer. The Chairperson then informed the Members that the main agenda of the meeting was to adopt the report on vetting of NGEN nominees.

**MIN.NO. DC/LSW/2021/403: ADOPTION OF THE AGENDA**

The Agenda was adopted without amendments, having been proposed and seconded by the Hon. Wilson Sossion, M.P. and the Hon. Tom Mboya Odege, M.P. respectively.

**MIN.NO. DC/LSW/2021/404: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING**

Minutes of the 72<sup>nd</sup>, 73<sup>rd</sup>, 74<sup>th</sup>, 75<sup>th</sup>, 76<sup>th</sup> and 77<sup>th</sup> sittings were read and confirmed as a true record of the proceedings as follows –

- i. Minutes of the 72<sup>nd</sup> sitting held on 18<sup>th</sup> November, 2021 were confirmed as a true record of deliberations having been proposed by Hon. Tom Mboya Odege, MP and seconded by Hon. Safia Sheikh Adan, MP.
- ii. Minutes of the 73<sup>rd</sup> sitting held on 26<sup>th</sup> November, 2021 (morning session) were confirmed as a true record of deliberations having been proposed by Hon. Wilson Sossion, MP and seconded by Hon. Tom Mboya Odege, MP.
- iii. Minutes of the 74<sup>th</sup> sitting held on 26<sup>th</sup> November, 2021 (afternoon session) were confirmed as a true record of deliberations having been proposed by Hon. Tom Mboya Odege, MP and seconded by Hon. Wilson Sossion, MP.
- iv. Minutes of the 75<sup>th</sup> sitting held on 29<sup>th</sup> November, 2021 (morning session) were confirmed as a true record of deliberations having been proposed by Hon. Moses Malulu Injendi, MP and seconded by Hon. Tom Mboya Odege, MP.
- v. Minutes of the 76<sup>th</sup> sitting held on 29<sup>th</sup> November, 2021 (afternoon session) were confirmed as a true record of deliberations having been proposed by Hon. Hon. Tom Mboya Odege, MP and seconded by Hon. Moses Malulu Injendi, MP.
- vi. Minutes of the 77<sup>th</sup> sitting held on 7<sup>th</sup> December, 2021 were confirmed as a true record of deliberations having been proposed by Hon. Moses Malulu Injendi, MP and seconded by Hon. Fabian Kyule Muli, MP.

**MIN.NO. DC/LSW/2021/405: MATTERS ARISING**

Under *MIN.NO. DC/LSW/2021/393* on the cases of Ms. Beatrice Wangui & Ms. Lucy Njoroge

The Committee was informed that the DCI responded to the case of Ms. Lucy Njoroge and that the Committee will deliberate on it during its next Sitting. The Committee further resolved that the Agent involved in the matter of Ms. Beatrice Wangui be reminded to submit a report progress made.




MIN.NO. DC/LSW/2021/406:

**CONSIDERATION AND ADOPTION OF THE REPORT ON VETTING OF THE NOMINEES FOR APPOINTMENT TO THE OFFICE OF MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION.**

The Committee, having considered the Report, recommended that pursuant to Article 250 (2) (b) of the Constitution and Section 11 of the NGEC Act, the House approves the appointment of Mrs. Caroline Naikena Lentupuru and Mr Thomas Okoth Koyier as Members of the National Gender and Equality Commission as proposed by Hon. Moses Malulu Injendi, M.P. and seconded by Hon. Fabian Kyule Muli, M.P., respectively.

**MIN.NO. DC/LSW/2021/407: ADJOURNMENT**

There being no other business, the meeting was adjourned at 11.55 a.m. The date of the next meeting will be communicated by way of notice.

SIGNED:   .....  
**THE HON. JOSPHAT KABINGA WACHIRA, M.P.**  
**(CHAIRPERSON)**

DATE: 16/12/2021 .....





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**REPUBLIC OF KENYA**  
**TWELFTH PARLIAMENT- (FIFTH SESSION)**  
**THE NATIONAL ASSEMBLY**  
**MESSAGES**

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**MESSAGES FROM THE PRESIDENT**  
*(No. 047 of 2021)*

**ON NOMINATION OF PERSONS FOR APPOINTMENT AS CHAIRPERSON OF THE PUBLIC SERVICE COMMISSION; AND MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**

**Honourable Members,**

Pursuant to the provisions of Standing Order No. 42, I wish to convey the following two Messages from His Excellency The President relating to nomination of persons for appointment to the Offices of the Chairperson of the Public Service Commission and Members of the National Gender and Equality Commission, respectively.

In the First Message, H.E. The President conveys that, in exercise of powers conferred on him by Article 233(2) of the Constitution, Paragraph 3 of the First Schedule to the Public Service Commission Act (Act No. 10 of 2017), as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he nominates **Amb. Anthony Mwaniki Muchiri** for appointment as the Chairperson of the Public Service Commission.

In the Second Message, **Honourable Members**, H.E. The President conveys that, in exercise of powers conferred on him by Article 250(2)(b) of the Constitution and section 11(6) of the National Gender and Equality Commission Act, (Act No. 15 of 2011), as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, (Act No. 33 of 2011), he nominates **Ms. Caroline Naikena Lentupuru** and **Mr. Thomas Okoth Koyier** for appointment to the Office of a Member of the National Gender & Equality Commission.

**Honourable Members**, H.E. The President therefore seeks the approval of this House of the nominees for appointment to the aforementioned state offices.

**Honourable Members**, Standing Order 45 requires that, upon receipt of notification of nomination for appointment, such nomination shall stand committed to the relevant Departmental Committee of the House for consideration. In this regard, pursuant to the provisions of this Standing Order therefore and paragraph (3) of Standing Order 42 (*Messages from the President*), I hereby refer the Message relating to appointment of persons to the National Gender & Equality Commission to the Departmental Committee on Labour and Social Welfare to undertake the necessary approval hearings. Similarly, I also refer the nomination of the Chairperson of the Public Service Commission to the Departmental Committee on Administration and National Security, to also undertake the necessary approval hearings.

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**Honourable Members,** whereas the Public Service Commission Act, 2017 and the National Gender and Equality Commission Act, 2011, provide a lesser period within which the House is to consider the respective nominees, section 8 of the Public Appointments (Parliamentary Approval) Act, (Act No. 33 of 2011), requires the National Assembly to undertake the exercise within twenty-eight (28) days.

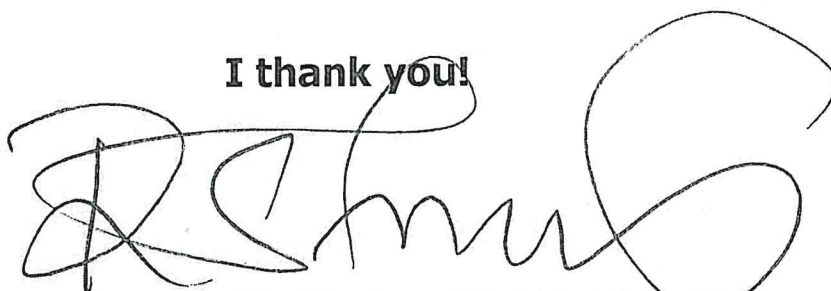
In this regard, the Committees should undertake approval hearings and submit their report within the Twenty-Eight day period provided for in the Public Appointments (Parliamentary Approval) Act, (Act No. 33 of 2011), being the most recent amendment made by Parliament with respect to the general period of vetting of state appointees.

Honourable Members, in view of the above, I wish to guide the two Departmental Committees and the House as follows-

- (i) That the Committees should notify the nominee and the general public of the time and place for holding the approval hearings, in good time. The notification should therefore be made tomorrow, **Friday, November 26, 2021**; and,
- (ii) That the Committees should thereafter commence the necessary approval hearings and submit their respective reports to the House within the statutory timelines.

To this end **Honourable Members**, noting that the House will proceed on its long recess from Friday, December 3, 2021 in accordance with its published Calendar for the Regular Sessions, Committees should expeditiously notify the nominees and the general public of the respective times and places for holding the approval hearings and thereafter, upon conclusion of the hearings and adoption of their Reports, submit the same to the Speaker to enable the House consider the matter within the statutory timelines.

I thank you!

A handwritten signature in black ink, appearing to read 'Rosalinda Soipan', written in a cursive style.

**THE HON. ROSALINDA SOIPAN, CBS, MP**  
**FIRST CHAIRPERSON OF COMMITTEES**  
**FOR: THE SPEAKER OF THE NATIONAL ASSEMBLY**

Thursday, November 25, 2021

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**REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
TWELFTH PARLIAMENT – FIFTH SESSION**

**In the Matter of Approval Hearing by the National Assembly’s Departmental Committee on Labour and Social Welfare of the persons nominated for appointment to the National Gender and Equality Commission**

**Notification of the General Public and Submission of Memoranda**

**Notification of Nomination**

His Excellency the President, through a Notification to the Speaker dated 16<sup>th</sup> November, 2021, informed the National Assembly of the Nomination of **Ms. Caroline Naikena Lentupuru** and **Mr. Thomas Okoth Koyier** for appointment as members of the National Gender and Equality Commission (NGEC). The nomination was done in exercise of the powers conferred to His Excellency the President by Article 250(2)(b) of the Constitution and section 11(6) of the National Gender and Equality Commission Act (Act No. 15 of 2011) as read together with the Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

**Committal**

The Hon. Speaker committed the matter to the Departmental Committee on Labour and Social Welfare on Thursday, 25<sup>th</sup> November, 2021, to conduct approval hearings of the nominees in accordance with the provisions of the Parliamentary Appointments (Parliamentary Approval) Act (No.33 of 2011) and National Assembly Standing Order No.45.

**Notification of Approval Hearings**

Pursuant to provisions of Article 118(b) of the Constitution and Section 6(4) of the Public Appointments ((Parliamentary Approval) Act (No. 33 of 2011), the general public is hereby notified that the Departmental Committee on Labour and Social Welfare shall conduct Approval Hearings (Vetting) of the nominees for appointment as members of the National Gender and Equality Commission on **Tuesday, 7<sup>th</sup> December, 2021** in the Mini-Chamber, County Hall, Parliament Buildings at 10.00 a.m. as follows;

	<b>NOMINEE</b>	<b>DATE</b>	<b>TIME</b>
1.	Ms. Caroline Naikena Lentupuru	7/12/2021	10.00 a.m.
2.	Mr. Thomas Okoth Koyier	7/12/2021	11.30 a.m.

The nominees are requested to bring the originals of their identity cards, academic and professional certificates and other relevant testimonials. In addition, the nominees are required to obtain letters/certificates of compliance from the following institutions:-

1. Ethics and Anti- Corruption Commission;
2. Kenya Revenue Authority;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations: and
5. Office of the Registrar of Political Parties.

#### **Public Participation and Submission of Memoranda**

The Committee is required under Article 118 (1) (b) of the Constitution to involve the public in the approval hearings of the nominees. In addition, Section (6)(9) of the Parliamentary Appointments (Parliamentary Approval) Act (No.33 of 2011 provides that *“any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the nominee has been nominated”*.

Now, therefore, in compliance with Article 118 (1) (b) of the Constitution and Section 6 (9) of the Parliamentary Appointments (Parliamentary Approval) Act (No.33 of 2011), the Committee invites interested members of the Public to submit any representations they may have by written statements (affidavits) with supporting evidence on the suitability or otherwise of the nominees for appointment to the office.

The representations may be submitted to the **Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi**; hand-delivered to the **Office of the Clerk, Main Parliament Buildings, Nairobi**; or emailed to [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke); to be received **on or before Friday, 3<sup>rd</sup> December, 2021 at 5.00 pm.**

**MICHAEL R, SIALAI, CBS**  
**CLERK OF THE NATIONAL ASSEMBLY**

26<sup>th</sup> November, 2021

...



# NATIONAL POLICE SERVICE

Telegrams: "IDENT CRIMINAL", Nairobi  
Telephone: 020-8512089/98  
Fax: 020-2606149  
E-mail: [identsnbi@gmail.com](mailto:identsnbi@gmail.com)  
When replying please quote ref No. and date



CRIMINAL RECORDS OFFICE,  
P.O. Box 30460-00100 GPO,  
NAIROBI

## DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/A/VOL.X/82

29<sup>TH</sup> NOVEMBER, 2021

Clerk of the National Assembly  
Parliamentary Service Commission  
Parliament Buildings  
P O Box 41842-00100  
NAIROBI

Attn. Peter K. Chemweno

**RE: REQUEST FOR INFORMATION RELATING TO THE CONDUCT OF  
NOMINEES FOR APPOINTMENT AS MEMBERS OF THE NATIONAL  
GENDER AND EQUALITY COMMISSION**

We are in receipt of your correspondence Ref. NA/DCC/LSW/CORR/2021/(084) dated 26<sup>th</sup> November, 2021 on the above subject matter.

We write to confirm that the below listed applied for Police Clearance Certificates on diverse dates and were genuinely issued as follows:

No.	Name	ID NO.	DCI Ref.No	Date of Issue
1.	Ms. Caroline Naikena Lentupuru	10081612	PCC-LLT2WJ52	27/03/2021
2.	Mr. Thomas Okoth Koyier	1572165	PCC-30T7L5R5	22/10/2021

It is deemed that as at the date of issuance of the Police Clearance Certificate to the applicants, there were negative results from both our nominal and criminal data base.

Kind regards.

  
**P. M. ONYANGO**  
**FOR: DIRECTOR OF CRIMINAL INVESTIGATIONS**



# KENYA REVENUE AUTHORITY

ISO 9001:2015 CERTIFIED

Our Ref: CDT/HQ/54

Your Ref: NA/DDC/LSW/CORR/2021/ (087)

7<sup>th</sup> December, 2021

Mr. Michael Sialai, CBS  
Clerk of the National Assembly  
P. O. Box 41842-00100  
Parliament Buildings  
Nairobi

Dear

**REQUEST FOR INFORMATION RELATING TO TAX COMPLIANCE  
STATUS OF NOMINEES FOR APPROVAL FOR APPOINTMENT AS  
MEMBERS OF THE NATIONAL GENDER AND EQUALITY  
COMMISSION**

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We refer to your letter dated 26<sup>th</sup> November, 2021 on the above subject.

The compliance status of the nominees is as follows:

No	Name	ID No.	PIN	Status
1	Ms. Caroline Naikena Lentupuru	10081612	A002177893E	Compliant
2	Mr Thomas Okoth Koyer	1572165	A002692625T	Compliant

**Rispah Simiyu (Mrs.)**  
**Commissioner for Domestic Taxes**

*Tulibe Ushuru Tuiitegemee!*



## HIGHER EDUCATION LOANS BOARD

Tel: 0711052000  
E-mail: contactcentre@helb.co.ke  
Website: www.helb.co.ke

Anniversary Towers  
University Way  
P.O Box 69489-00400  
Nairobi, Kenya

**HELB/RR/112009/139**

29<sup>th</sup> Nov 2021

**Mr. Michael R. Sialai, EBS**  
Clerk, National Assembly  
Parliament Buildings  
P.O Box 41842-00100  
**NAIROBI**

Dear  Sir,


### **VETTING FOR NOMINEES APPOINTED TO THE POSITION AS MEMBERS OF THE NATIONAL GENDER AND EQUALITY COMMISSION**


We acknowledge with thanks the receipt of your letter *Ref. NA/DDC/LSW/CORR/2021/(085)* dated 26<sup>th</sup> November 2021 requesting HELB to provide a report on repayment of any loans that may have been advanced to the nominees for appointment to the above position for purposes of vetting. Please find a list confirming the loan status of the nominees with the Board.

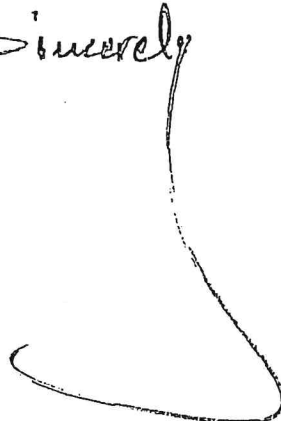
S/No.	Name	ID No.	Status	Year of Clearance
1.	Caroline Lentupuru	10081612	Cert Ref No.41049	09 <sup>th</sup> Oct 2012
2.	Tom Koyier	1572165	Not a beneficiary	N/A

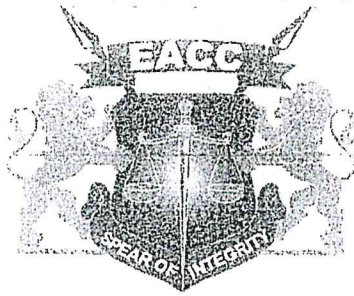
We kindly urge you to continue encouraging applicants to seek their compliance certificate from HELB as part of testimonials and conformity to Chapter Six of the Constitution of Kenya.

We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours  sincerely

  
**CHARLES M. RINGERA**  
**CHIEF EXECUTIVE OFFICER**





**ETHICS AND ANTI-CORRUPTION COMMISSION**  
INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya  
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000  
FAX: 254 (020) 2240954 EMAIL: [eacc@integrity.go.ke](mailto:eacc@integrity.go.ke) WEBSITE: [www.eacc.go.ke](http://www.eacc.go.ke)

When replying please quote:

**Our Ref: EACC.7/10/5 VOL XIX (25)**

**6<sup>th</sup> December 2021**

**The Clerk**  
National Assembly  
Parliament Buildings  
P O Box 41842 - 00100  
**NAIROBI**

*(Attn: Mr. Peter Chemweno)*

**RE: REQUEST FOR INFORMATION RELATING TO THE INTEGRITY OF  
NOMINEES FOR APPOINTMENT AS MEMBERS OF THE NATIONAL  
GENDER AND EQUALITY COMMISSION**


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Your letter referenced NS/DDC/LSW/CORR/2021/ (0086) dated 26<sup>th</sup> November 2021 on the above subject matter refers.

We confirm that the Commission has not undertaken any investigations where the following candidates have been found culpable.

S/No	Name	ID Number
1.	Ms. Caroline Naikena Lentupuru	10081612
2.	Mr. Thomas Okoth Koyier	1572165

The information provided herein is based on records available as of 2<sup>nd</sup> December 2021.

  
**LUCY KINUTHIA, MBS**  
**FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**  
AAL/RK

**CAROLINE NAIKENA LENTUPURU**  
**CURRICULUM VITAE**

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**PERSONAL DATA**

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**Nationality:** Kenyan  
**Date of birth:** 15<sup>th</sup> December 1970  
**Sex:** Female  
**Address:** P.O Box 106 30403 Marigat, Kenya.  
**Email:** [cnaikena@yahoo.com](mailto:cnaikena@yahoo.com)  
**Mobile No:** + 254 720 058 540  
**Religion:** Christianity  
**Languages:** Ilchamus, English, Kiswahili and basic French.  
**Marital status:** Married.  
**Present Duty:**

- Director Governance Affairs – Intergovernmental Relations Technical Committee Kenya
- Policy harmonization and intergovernmental disputes resolution
- Capacity building trainer –community resource mobilization and empowerment, team management, conflict resolution, leadership and governance and training manuals development.

**Years of Service:** 25 years

- Director Governance Affairs 3.9 years
- County Executive Committee Member 4.6 years
- Gender Resource Specialist 2 years
- Gender and Development coordinator 3 years
- Member of National Task force 1 year
- Deputy Principal teacher 9 years
- Assistant teacher 2 years

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**PERSONAL PROFILE**

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I am self-motivated, disciplined, honest, hardworking and able to work on own initiative. I possess leadership skills in coordinating and motivating others to achieve set objectives. Dedicated to maintaining professionalism at all times with aim of maintaining high quality standard. I am able to overcome difficulties in life through persistence and diligence.

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**SUMMARY OF QUALIFICATIONS**

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Development, Social change & Educational professional and motivational speaker, experienced in leadership, management, policy development and implementation, program development, project design, planning, and administration. Has expertise in conflict management, development and implementation of work plans and budgets, endowed with talent in analyzing arising problems and finding creative, innovative and workable solutions. Has proven ability to motivate and work effectively with persons from other cultures and all walks of life.

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**EDUCATIONAL BACKGROUND**

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**University**  
2008- 2010 Clark University (MA, USA)  
Master's in International Development and Social Change (3.65/4.0)  
1989-1992 Moi University  
Bachelor of Education (Arts) - (2nd class Honors Upper Division)  
**Advanced Level**  
1987-1988 Sacho High school  
3 Principals and 1 subsidiary (13 points)  
**"O" Level**  
1983-1986 Ng'ambo Secondary School  
Division II (28 points)  
**C.P.E**  
1976-1982 Ng'ambo Primary school

## PROFESSIONAL EXPERIENCE

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- Director Governance Affairs- Intergovernmental Relations Technical Committee** **2018- Date**
- Facilitating consultation, coordination and cooperation between the National and County Governments achieving for betting and casino, gender, public human service, health, agriculture,
  - Overseeing harmonization of county and national government policies, laws and regulations achieving review and development of twelve legislations
  - Coordinating the implementation of Alternative Dispute Resolution mechanisms in dispute resolution between the two levels of government resulting in resolution of 4 intergovernmental disputes
  - Coordinate implementation of donor funded projects and strategic partnerships
  - Support operations and management of staff of directorate and implementation of the strategic plan
  - Development of reports to the National and County Governments Coordinating Summit
- Baringo County Executive Committee Member- Environment, Natural Resources & Agriculture- 2013-2016.**
- Development and implementation national and county legislations on Agriculture doubling production
  - Prepare bills on Agriculture, livestock and Fisheries for consideration by a county Assembly
  - Oversee operations and performance of staff in the five sub county offices and prudent management of the department's funds averaging of Ksh. 350 million per year.
  - Prepare bills on environment and natural resource management for consideration by a county Assembly
  - Implementation national and county legislations on environment and natural resources
  - Manage and coordinate the functions of the department which includes environmental protection, afforestation initiatives, reforestation, soil and water conservation, Wildlife management, and waste management.
  - Prepare full and regular reports on matters relating to the department
- Volunteer Scholarship Coordinator Growth Through Learning Inc.** **2011- Date**
- Identification of bright and needy girls for high school scholarship in Rift Valley province, supporting 103 girls so far to get the scholarship for high school education
  - Facilitation of smooth communication between the GTL office and the beneficiaries, and the schools
  - Mentorship of the sponsored girls
- Consultant/Gender resource specialist –Landesa –US Based Organization** **2011-2013**
- USAID funded DCHA pilot project on Enhancement of customary justice for women's rights
- Designing of project work plans, budgets and monitoring and evaluation of the activities
  - Training community elders, women, youth and teachers on the new constitution for enhancement of customary justice for women's rights especially land rights using the new constitution
  - Facilitation of community conversations and women empowerment trainings
  - Development of training manuals and reports writing
- Gender and Development Coordinator World Vision Kenya** **2005 - 2008**
- Designed the project's strategic design document for a four year project cycle (2006-2010)
  - Coordinated the girl child project interventions: Implemented, monitored and evaluated project activities to eradicate Female genital Mutilation (FGM) among community members of the project area leading to increased awareness levels on effects of FGM on girls
  - Supported develop an Anti –FGM training manual for World Vision Kenya
  - Facilitated rescue and counseling of ten girls by placing them in rescue centers
  - Built strong advocacy network on selected FGM and girl child issues in the community.

- Conducted Capacity building trainings per year to build the stakeholders on, advocacy against FGM and early marriage for girls and efficient resource mobilization and utilization
- Initiated strategic institutional collaboration/networking with other partner development agencies and stakeholders within the district on gender issues.
- Documented lessons learnt and best practices in gender and development issues.
- Managed a growing project funding of at least \$55,000 per year for 3 years with excellent audit reports
- Developed funded project proposals and concept papers for increased project funding
- Wrote monthly, quarterly and annual project reports as per WVK and donor requirements

**Member of the National Task Force on the Conservation of the Environment  
Ministry of Environment Kenya**

**2004 -2005**

- Represented the voice of the minority communities in Kenya while carrying our investigations on human/wildlife conflict, the management of wildlife outside designated national game reserves using interviews, observation and public hearings and made recommendations on the protection of endangered fauna and flora and other ecosystems to the government

**Deputy Principal Kiserian Sec. School (Baringo District, Kenya)**

**1995 - 2004**

- Assisted the school Principal in school administration and writing minutes during staff meetings
- In charge of students discipline in the school, seeing to it that the students were disciplined and follow the school rules and regulations at all times.
- In charge of the school prefects (25), training them on effective servant leadership, personal discipline, group dynamics and academic excellence and planning for staff retreats as well as prefects' exposure tours.
- Drawing up teachers' weekly duty roster and ensuring that all went well during the week and making a weekly report of the school.
- Drawing up schemes of work and lesson plans for my two Geography and Christian religious Education teaching subjects; teaching geography and Christian religious education with exemplary performance in Geography in 1999 resulting in an award.
- Giving guidance and counseling to the students and fellow teachers

**Teacher Kisima Girls Secondary School (Samburu District, Kenya)**

**1993 –1995**

- Teaching Geography and Christian religious studies to the students from form one to form four, with exemplary performance in 1994, resulting in an award.
- As head of the Humanities department, coordinated the teaching and syllabus coverage for all the humanity subjects in the school.
- Drawing up schemes of work and lesson plans for my two teaching courses
- Giving guidance and counseling to the students and fellow teachers
- Monitoring and evaluating the students' performance in the classroom setting as a class teacher
- Coordinate Christian Union activities in the school

**LEADERSHIP RESPONSIBILITIES & MEMBERSHIPS**

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- |                                                                              |            |
|------------------------------------------------------------------------------|------------|
| • Treasurer Ilchamus Community Development Organization                      | 2017- Date |
| • Member Kenya Institute of Management                                       | 2020- Date |
| • Member Presidential national Sugar industry taskforce                      | 2019-2020  |
| • Member Rift Valley drainage catchment area advisory committee              | 2012- 2016 |
| • Member of Board of Directors - Marigat District Education Board            | 2009- 2016 |
| • Members of Board of Governors – Kiserian secondary school                  | 2010- 2017 |
| • Member of Ilchamus – Pokot Peace committee                                 | 2005- 2008 |
| • Technical advisor for Ilchamus Sinyati women group                         | 1997- Date |
| • Member of District Steering committee–Arid lands Project- Baringo District | 2003- 2008 |

## **SHORT COURSES ATTENDED**

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• Alternative Dispute Resolution Course	DCRI- Nairobi	2020
• Certified Professional Mediation course	MTI- Eastern Africa	2019
• Senior Management Course	KSG- Baringo Campus	2016
• Corporate Governance Course	Mombasa	2014
• Advocacy Campaign Skills	Leeds, UK	2011
• Do No Harm (TOT)	Cambridge, USA	2010
• Restorative Justice	Clark University, MA, USA	2010
• Gender, Poverty And Development course	Egerton University, Kenya	2007
• Project design, monitoring and Evaluation	Eldoret, Kenya	2006
• Finance training for non-finance Managers	Nakuru, Kenya	2006

## **SKILLS**

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- Governance and Management skills
- Negotiation, Mediation and Peace building skills
- Proposal and report writing
- Training and capacity building
- Computer skills - Microsoft office applications.
- Guidance and Counseling
- Organizational skills

## **AWARDS AND ACHIEVEMENTS**

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• Presidential award- Head of State Commendation (HSC)	2020
• Most Distinguished Alumna, International Institutes of Education – USA	2015
• International Campaigner Award, Sheila Mckechnie Foundation, UK	2011
• Outstanding commitment award, Clinton Global Initiative University USA	2010
• Recipient of full scholarship for graduate studies from Ford Foundation, IFP Nairobi, Kenya	2008
• Merit scholarship award for academic and professional excellence by Clark University, USA	2008
• 3 <sup>RD</sup> best in Geography in KCSE examination in Baringo district – Merit award	2000
• 3 <sup>rd</sup> best in Christian religious education KSCE in Samburu district- Merit Award	1995
• 1 <sup>st</sup> Ilchamus girl to graduate with a Honors and Masters degrees	1993 & 2010

## **REFEREES**

1. Mrs. Rachael Murugi Mugo  
R.M. Mugo & Co. advocates  
P.O Box 2215, Embu, Kenya.  
Tel no. 0722-821 057      Email. [rmnugo@gmail.com](mailto:rmnugo@gmail.com)
2. Jepi Lentoijoni  
P.O BOX 50816-00200  
Nairobi, Kenya  
Tel no. + 254-726 944 383      Email: [jepi63@yahoo.com](mailto:jepi63@yahoo.com)



SCHEDULE  
[Section 6(8).]

CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT TO PUBLIC  
OFFICE BY PARLIAMENT QUESTIONNAIRE

**Notes:**

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

- 1. **Name:** (State full name): Caroline Naikena Lentupuru
- 2. **Position:** (State office to which you have been nominated).  
Member, National Gender and Equality Commission
- 3. **Sex:** Female
- 4. **Date of Birth:** (State year and place of birth): 1970. Kiserian, Baringo County
- 5. **Marital Status:** Married
- 6. **Daytime phone number:** 0720 058 540
- 7. **Mobile phone number:** 0720 058 540
- 8. **Email Address:** cnaikena@yahoo.com
- 9. **ID Number:** 10081612
- 10. **PIN Number:** A002177893E
- 11. **Nationality:** Kenyan
- 12. **Postal Address:** P.O BOX 106-30403
- 13. **Town/City:** Marigat
- 14. **Knowledge of Languages:** (Specify Languages): Ilchamus, English & Kiswahili

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

1. Clark University, 2008-2010, Masters of Arts (International Development & social Change), Massachusetts, USA, May 23, 2010
2. Moi University, 1989-1992, Bachelor of Education (Arts), Eldoret, Kenya, December 3, 1993

**Employment Record:** (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

1. Intergovernmental Relations Technical Committee - Director Governance Affairs - 2018- Date
2. Ministry of Agriculture - Member- Sugar Industry Stakeholders Taskforce - 2019
3. Baringo County Government - County Executive Committee Member- 2013-2017
4. Growth Through Learning Inc. USA - Volunteer Scholarship Coordinator, 2011- Date
5. Landesa - Gender resource specialist -2011-2012
6. Kenya Medical Training College - Honorary Treasurer- 2012 - 2015
7. World Vision Kenya - Gender and Development Coordinator - 2005 - 2008
8. Ministry of Environment Kenya - Member of the National Task Force on the Conservation of the Environment - 2004 - 2005
9. Kiserian Sec. School (Baringo District, Kenya) -Deputy Principal -1995– 2004
10. Kisima Girls Secondary School (Samburu District, Kenya)- Assistant Teacher -1993– 1995

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

1. Head of State Commendation Award (HSC) - 2020 – Office of the President, Kenya
2. Distinguished Alumna - 2015 International Institute of Education, USA
3. International Campaigner Award – 2011- Sheila Mckechnie Foundation, UK
4. Outstanding commitment Award - 2010 - Clinton Global Initiative University, USA
5. Full scholarship for graduate studies from Ford Foundation -2008 - IFP Nairobi, Kenya
6. Merit scholarship award for academic & professional excellence -2008 - Clark University, USA
7. Merit award -3<sup>rd</sup> best in Geography in KCSE examination - 2000 - Baringo District Education Office
8. Merit Award -3<sup>rd</sup> best in Christian religious education KSCE -1995 - Samburu District Education Office

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Kenya National Union of Teachers – Member - 1993- 2004

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.....

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

1. Associate Member - Kenya Institute of Management- 2020- Date
2. Treasurer - Ilchamus Community Development Organization - 2017- Date
3. Member Rift Valley drainage catchment area advisory committee -2012- 2016
4. Member of Board of Governors – Sandai secondary school - 2012- 2015
5. Member of Board of Directors - Marigat District Education Board - 2009- 2016
6. Member of Board of Governors – Kiserian secondary school - 2010- 2016
7. Member of Board of Governors – Ng’ambo secondary school - 2006- 2008
8. Member of Ilchamus – Pokot Peace Committee - 2005- 2008
9. Member & Technical advisor for Ilchamus Sinyati women group - 1997- Date

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

Not Applicable

.....  
.....

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

Not Applicable

.....  
.....

20. **Public Office, Political Activities and Affiliations:**

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

Not Applicable

.....  
.....

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

Not Applicable

.....  
.....

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

No

.....  
.....

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

No.

.....  
.....

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

1. Gratuity from Intergovernmental Relations Technical Committee for 4 years approximately vKsh: 2,347,338
2. British American insurance policy maturity Ksh. 2,000,000

.....  
.....

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

No, I do not have any plan, commitments or agreements to pursue outside employment.

.....  
.....

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

1. Salary - Ksh: 6,762,857
2. Farming – Sale of crops - Ksh: 400,000
3. Livestock keeping –Ksh: 450,000
4. Insurance Policy investments – Ksh: 2,000,000
5. Sale of a car Ksh: 1,300, 000

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.....

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

Yes

.....  
.....

**25. Statement of Net Worth: (State your financial net worth)**

- a) 10 acres of land in Rongai, Nakuru - Ksh: 14,000,000
  - b) 7 acres of land in Kailer (community Land), Marigat – Ksh: 700,000
  - c) 4 acres in Maoi- Marigat - Ksh: 1,600,000
  - d) 3 plots in Marigat town - Ksh: 1,200,000
  - e) 1 plot at Kampi ya Samaki – Ksh: 400,000
  - f) ¼ acre plot at Kampi ya Moto (Nakuru) – Ksh: 800,000
  - g) 1 plot at Mogotio – Ksh: 400,000
  - h) ¾ Acre at Kokwa Island - Ksh: 1,000,000
  - i) Livestock (cows, goats & sheep) – Ksh: 500,000
  - j) Motor Vehicle – Ksh: 1,200,000
  - k) Cash at Bank – Ksh: 3,700,000
  - l) House in Kailer – Ksh: 3, 200,000
  - m) House in Rongai, Nakuru – Ksh: 2, 800,000
- My financial worth is Ksh: 31,700,000.
- .....
- .....

**26. Potential Conflict of Interest:**

(a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

Those who are likely to present potential conflicts of interest are my relatives such as cousins who will be seeking employment in the institution.

If such arise, I will register the conflict of interest with the organization and I will not participate in the recruitment process if any of the applicants are my relatives.

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(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

I will be on alert to the existence of potential conflict of interest in the areas of employment, tender contracts and gifts award. I will do my best to avoid a situation where my personal interests conflict with those of the organization.

If I encounter any of these, I do the following;

- i. I will declare to the NGEN commissioners and management
  - ii. I will have the conflict of interest (s) registered in the NGEN's conflict of interest register
  - iii. I will explain the nature of the conflict to ensure that it is understood
  - iv. I will then withdraw my participation in the recruitment process
  - v. As for gifts, I will declare the same and if it is of a value above Ksh. 20,000, I will surrender to NGEN.
- 
-

27. **Pro-Bono/Charity Work/donation to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

1. Identifying and linking bright and needy girls to high school scholarships - supporting 103 girls so far. This is volunteer service. The time spent is approximately seven weeks per year since 2011 to date
2. Supporting 2 needy run-away girls with counseling, accommodation and payment of school fees May 2021 to date
3. Identification of a development partner and proposal writing for community water project – Water Reverse Osmosis Plant in Kailer Village for clean water at a cost of Ksh;10Million. Time spent is approximately three hours per week for six months 2020
4. Supporting to settle, comfort and meet basic needs of the internally displaced people from Mukutani area who were displaced by cattle rustlers during the Mukutani massacre in 2017– I donated clothes, shoes, Ksh: 80,000 to buy fresh produce, milk boxes for young babies and firewood.
5. Payment of college fees for a needy student in a teacher's college Ksh:54,000 in 2016
6. Contribution to support three pastors in their bible courses training, donating Ksh: 20,000 2016
7. Construction of IIng'arua Full Gospel Church, Ildepe AIC, Kailer AIC church Chairs, AIC Rafiki (Kabarak) floor tiles 2015-2016 amounting to Ksh:197,000
8. Proposal writing to a USA organization for supply of 18 Singer sewing machines to 18 needy women in the community who had tailoring skills but did not have tailoring machines. Time spend was approximately 2 hours per week for three months
9. Proposal writing to Huru International and transportation of reusable sanitary pads for 639 primary school girls in eight primary schools in 2010. Spent Ksh 15,000 for transportation of sacks of pads from Nairobi to Marigat and distribution of the same to the girls in their schools

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28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

No

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29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

No

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30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

No

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### 31. References:

(List three persons who are not your relatives who are familiar with your character, qualification and work).

1. Mrs. Rachael Murugi Mugo - Mobile no. 0722 821 057 - Email: [rmmugo@gmail.com](mailto:rmmugo@gmail.com)
2. Mr. Japi Lentoijoni - Mobile no. 0726 944 383 - Email: [jepi63@yahoo.com](mailto:jepi63@yahoo.com)

**No. 33 of 2011 [Rev. 2012]**  
*Public Appointments (Parliamentary Approval)*  
[Issue 1] 10





Public Appointments (Parliamentary Approval) Act

SCHEDULE  
[Section 6(8).]

CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE

Notes:

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. Name: (State full name) THOMAS DRKOTH KOTIER
2. Position: (State office to which you have been nominated).  
MEMBER OF THE NATIONAL GENDER AND EQUALITY COMMISSION
3. Sex: MALE
4. Date of Birth: (State year and place of birth) 22<sup>ND</sup> MAY 1960 RACHUDNYO
5. Marital Status: MARRIED
6. Daytime phone number: 0722436059
7. Mobile phone number: 0722436059
8. Email Address: tkotier@data.co.ke
9. ID Number: 1572165
10. PIN Number: A002692625T
11. Nationality: KENYAN
12. Postal Address: P.O. BOX 50782-00200
13. Town/City: NAIROBI

14. Knowledge of Languages: (Specify Languages): Two, ENGLISH, KISUMU

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

SOUTHERN OREGON STATE UNIVERSITY, OREGON USA 1982  
MAJOR IN BUSINESS ADMINISTRATION - 1982

CENTRAL WASHINGTON UNIVERSITY, WASHINGTON USA  
B.Sc. IN BUSINESS ADMINISTRATION, 1986

SKAGIT VALLEY COLLEGE, MOUNT VERNON, WASH. STATE  
ASSOCIATE IN APPLIED SCIENCE BUSINESS ADMINISTRATION 1984

Currently PERFORMING PH.D. IN LEADERSHIP AND GOVERNANCE  
FROM JAMES MADISON UNIVERSITY 2015-21

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant).

JAYSHAM UNIVERSITY - LEADERSHIP SCHOOL OF BUSINESS  
AND GOVERNANCE

INSURANCE APPEALS TRIBUNAL - MEMBER

BIBLIA SACCO BOARD - DIRECTOR (BOARD MEMBER)

KENYA SCHOOL OF MANAGEMENT STUDIES - LEADERSHIP

BULLION BANK LTD. CREDIT OFFICER

GEN BANK CREDIT OFFICER

U.S. BANK OF OREGON - MANAGER OF CREDIT

CHAIRMAN - OF THE SELECTION PANEL FOR

FIVE MEMBERS OF TEACHER SERVICE

COMMISSION - OF THE SELECTION PANEL OF TWO

MEMBER OF TEACHER SERVICE COMMISSION

16. Honours and Awards: (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

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17. Professional Association (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

MEMORIAL TRAMM INSTITUTE - EAST AFRICA -  
CERTIFIED PROFESSIONAL MEDICAL QUALITY

18. Memberships: (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

MEMBER OF DRYDEN UNIVERSITY ETHICS  
REVIEW BOARD

MEMBER OF DRYDEN UNIVERSITY HUMAN RESOURCE  
COMMITTEE

19. Published Writings:

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

- ① AN EVALUATION OF STRATEGIES TO GAIN COMPETITIVE  
ADVANTAGE - A CASE OF SELECTED CONSUMER MANUFACTURERS FOR  
COSTS
- ② THE EFFECTS OF REWARD SYSTEMS ON EMPLOYEE SATISFACTION
- ③ FACTORS INFLUENCING FUND MANAGERS STRATEGIC  
CHOICE OF INVESTMENT  
JOURNAL OF STRATEGIC MANAGEMENT 2017  
POLITICAL SCIENCE AND PSYCHOLOGY 2016  
INTERNATIONAL JOURNAL OF FINANCE AND ACCOUNTING  
2016

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

A MEMBER CHAIRMAN OF THE SELECTION  
PANEL OF FIVE MEMBERS OF COMMISSION FOR  
INTERNAL SERVICE COMMISSION

CHAIRMAN OF THE SELECTION PANEL OF  
TWO MEMBERS OF TEACHERS SERVICE COMMISSION  
MEMBER OF THE INSURANCE APPEALS TRIBUNAL  
FOR THREE YEARS. ALL APPOINTED POSITION  
BY HIS EXCELLENCY PRESIDENT UYUNU KEMAYITO.

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

N/A.

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

NO

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

N.D.

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

NONE

22. Outside commitment during service in office: (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

NONE

23. Sources of Income: (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

SALARY - DARTMOUTH UNIVERSITY, KSL 256,115  
ALLOWANCE - IN SUPPLEMENTAL PENSION, KSL 240,000  
ALLOWANCE - BIBLIA SOURCE, KSL 294,335  
ALLOWANCE - BIBLIA SOURCE, KSL 325,974

24. Tax Status: (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

YES. I HAVE FILED ALL THE RETURNS IN MY TAX OBLIGATION TO THE STATE.

25. Statement of Net Worth: (State your financial net worth)

CURRENT NET WORTH, KSL 25 MILLION TO KSL 30 MILLION

26. Potential Conflict of Interest:

(a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

NONE AT THE MOMENT. IF SUCH A CONFLICT IS TO ARISE I WOULD DISCLOSE THE SAME AND PLAY ON ANOTHER SIDE OF THE CONSTITUTION ON LEADERSHIP AND INTEGRITY

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

I WOULD FOLLOW THE CODE OF CONDUCT AND REGULATION OF THE ORGANIZATION AND I WILL PLAY ON THE SAME TO SOLVE ANY AREAS OF CONCERN. I WILL PLAY ON THE REQUIREMENTS OF THE CONSTITUTION OF KSL ON INTEGRITY AND LEADERSHIP.

27. Pro-Bono/Charity Work/donation to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

I have been involved with CREAM Council for the last 2 years and am committed time in helping orphan children in orphanage home.

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

NONE.

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

NONE

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NO.

31. References:

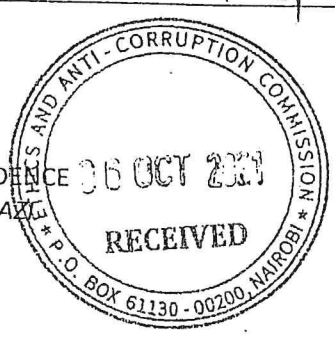
(List three persons who are not your relatives who are familiar with your character, qualification and work).

Prof. LAUREN ATYIRO - JERUSALEM UNIVERSITY  
Prof. JAMES KIMBO - VICE CHANCELLOR - St. PAUL UNIVERSITY  
Dr. Luan Amos - DEAN School of Business and Economics

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No. 33 of 2011 [Rev. 2012]  
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**FIRST SCHEDULE (S.13) / TARATIBU YA KWANZA (S.13)****SELF-DECLARATION FORM / FOMU YA KUJITANGAZA****1. GENERAL INFORMATION / TAARIFA YA JUMLA**

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
<b>Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt</b>	KOYIER	THOMAS	OKOTH	
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA	PIN NO. NA. ya PIN	
1572165	A1K0448828	25TH JUNE 2029	A002692625T	
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: LECTURER - DAYSTAR UNIVERSITY			
Male Kiume <input checked="" type="checkbox"/>	E-Mail Address: tkoyier@daystar.ac.ke			
Female Kike <input type="checkbox"/>	Anwani ya Barua pepe: thomas.koyier@daystar.ac.ke			
	Postal Address: PO Box 50782		Code: 00200	
	Anwani ya Posta: SL Posta: NATIROBI		Msimbo:	
	Other Addresses: KENYA			
	Anwani Nyingine:			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
0722436059	0722436059			
0724256408/9				
	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI		STOKIMAU	
	DISTRICT WILAYA		MAUDKO	
	COUNTY KAUNTI		MACHAKOS	
	TOWN/CITY MJI/JIJI		ASTAR RIVER	
	COUNTRY NCHI		KENYA	
<b>2. BIRTH INFORMATION / TAARIFA YA KUZALIWA</b>				
DATE OF BIRTH /TAREHE YA KUZALIWA		22/05/60		



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	
PLACE OF BIRTH / MAHALI PA KUZALIWA	KOKOTH-KATENG
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	RACHUONGO NORTH
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	HOMA-BAY
COUNTRY OF BIRTH / NCHI YA KUZALIWA	Kenya

### 3. NATIONALITY / UTAIFA

Kenyan Mkenya <input checked="" type="checkbox"/>	Dual Kotekote <input type="checkbox"/> (Provide details _____) (Toa maelezo _____)
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### 4. MARITAL STATUS / HALI YA NDOA

SINGLE NINGALI SIJAOA/ SIJAOLEWA <input type="checkbox"/>	MARRIED NIMEOA/NIMEOLEWA <input type="checkbox"/>	SEPARATED NIMETENGANA <input type="checkbox"/>
DIVORCED NIMETALAKIANA <input type="checkbox"/>	WIDOWED NIMEFIWA <input checked="" type="checkbox"/>	

IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others)  
KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine)

CATHERINE KADIM, RUIRU (DECEASED)

NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	Kenyan
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NAME OF CHILDREN UNDER THE AGE OF 18 YEARS  
JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18

NIKITA SHUKUWA (DECEASED)

### 5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

PRIMARY CERTIFICATE CHETI CHA MSINGI <input checked="" type="checkbox"/>	SECONDARY SHULE YA UPILI <input checked="" type="checkbox"/>	'A' LEVEL KIWANGO CHA 'A' <input type="checkbox"/>
DIPLOMA STASHAHADA <input type="checkbox"/>	DEGREE SHAHADA <input checked="" type="checkbox"/>	MASTERS UZAMILI <input checked="" type="checkbox"/>
		PHD UZAMIFU <input type="checkbox"/>

OTHERS  
VINGINE



HIGHEST ACADEMIC QUALIFICATION OBTAINED

KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
MASTERS OF SCIENCE IN BUSINESS ADMINISTRATION	SOUTHERN METS UNIVERSITY	JUNE 1989

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
ENGLISH	KISWAHILI	

7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(s) (If any)

UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama

8. REASON(S) FOR DECLARATION / SABABU ZA KUJITANGAZA

Purpose for which declaration is required / Kusudio la kuhitajika kwa kujitangaza huku

Election Upigaji kura <input type="checkbox"/>	Employment Kuajiriwa <input type="checkbox"/>
Others (Specify) <u>MEMBER OF THE NATIONAL COMMISSION ON EQUITY</u> Nyingine (Bainisha) <u>AND EQUITY COMMISSION</u>	
State office for which the declaration is being submitted Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa <u>NATIONAL COMMISSION ON EQUITY</u>	

9. MORAL AND ETHICAL QUESTIONS / MASWALI YA NIDHAMU NA KIMAADILI

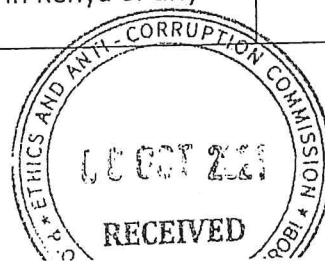
Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.

Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



d) Umewahi kujihusisha katika tabia mbaya huku ukitaka kujinufaisha kibinafsi? e) Have you ever misused public resources? e) Umewahi kutumia vibaya rasilimali za umma?		✓
f) Have you ever discriminated against anyone of any grounds other than as provided for under the Constitution or any other law? f) Umewahi kubagua yeyote kwa misingi yoyote mbali na vile ilivyoelezwa katika Katiba au sheria yoyote nyingine?		✓
g) Have you ever falsified official or personal records? g) Je, umewahi kudanganya katika rekodi rasmi au za kibinafsi?		✓
h) Have you ever been debarred or removed from the Register of Members of your professional organization? h) Umewahi kupigwa teke au kuondolewa kutoka kwenye Rejista ya Wanachama wa shirika lako la kitaalamu?		✓
i) Have you ever had any occupational or vocational license revoked and/or otherwise subjected to any other disciplinary action for cause in Kenya or any other country i) Umewahi kujipata katika hali ya leseni yako ya kikazi au ya kiufundi kutupiliwa mbali na/au vinginevyo kuchukuliwa hatua nyingine ya kinidhamu katika nchi ya Kenya au nchi yoyote nyingine		✓
j) Have you ever dismissed from employment on account of lack of integrity? j) Umewahi kufutwa kazi katika ajira kutokana na ukosefu wa uadilifu?		✓
k) If you have been a public officer, have you ever failed to declare your Income, Assets and Liabilities as required under the Public Officer Ethics Act, 2003? k) Kama umewahi kuwa ofisa wa umma, umewahi kushindwa kutangaza Mapato yako, Mali na Gharama kama unavyohitajika katika Kifungu cha sheria cha Maadili ya Ofisa wa Umma, 2003?		✓
l) Have you ever been the subject of disciplinary or criminal proceedings for breach of the Public Officer Ethics Act, 2003 or a Code prescribed thereunder? l) Umewahi kuwa mada katika taratibu za kinidhamu au kihalifu kwa kuvunja kifungu cha sheria cha Maadili ya Ofisa wa Umma 2003, au Msimbo ulioainishwa hapo chini?		✓
m) Have you ever been convicted of any offence and sentenced to serve imprisonment for a period of at least six months? m) Umewahi kushtakiwa kwa kosa lolote na kuhukumiwa kifungo gerezani kwa kipindi kipatacho miezi sita?		✓
n) Have you ever had an application for a Certificate of Clearance or a Certificate of Good Conduct or for a visa or other document authorizing work in a public office denied and/or rejected for cause in Kenya or any other country?		✓



n) Umewahi kutuma ombi la Cheti cha kuondolewa Hatia au Cheti cha Kinidhamu au cha visa au nyaraka nyingine zinazoidhinisha kazi katika ofisi ya umma na hivyo basi wewe kunyimwa na/ au kukataliwa kwa sababu yoyote nchini Kenya au nchi yoyote nyingine?

**10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA**

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
DAYSTAR UNIVERSITY	LECTURER	5th January 2005	6th January 2006
BANK OF CREDIT COMMERCIAL ENTERPRISES	OFFICER	12th September 1985	
U.S. BANK OF MICHIGAN	OFFICER	15th July 1980	
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		
ATAI RUEN MAIN CAMPUS AND NAIROBI CAMPUS	Permanent		



**OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI**

I solemnly swear (or affirm) and certify, under penalty of false declaration under the Oaths and Statutory Declarations Act (Cap 15 of the Laws of Kenya), that all the foregoing statements in this declaration are true and correct to the best of my knowledge.

*Ninaapa ya kwamba (ninathibitisha) na kuidhinisha, katika adhabu ya kujitangaza kwa uongo chini ya kifungu cha sheria cha Viapo na Kujitangaza Kisheria (Ibara 15 ya Sheria za Kenya), kwamba kauli zote zilizotajwa katika kujitangaza huku ni za kweli na sahihi kwa kadri ninavyojua.*

Dated at / Mnamo tarehe ..... 06 ....., this / kwenye..... 02/10/2021

day of / siku hii ya ..... 2021 .....

SIGNATURE OF DECLARANT: .....  
SAINI YA ANAYEJITANGAZA:

SWORN/DECLARED BEFORE ME / ALIYELISHWA KIAPO/TANGAZWA MBELE YANGU

This / Mnamo ..... 6 ..... day of / siku hii ya ..... 02/10/2021 ....., 20 21 .....

at / katika mahali hapa.....

GERTRUDE MATATA  
ADVOCATE,  
COMMISSIONER FOR OATHS & NOTARY PUBLIC  
P. O. Box 617 - 00117  
COMMISSIONER FOR OATH/MAGISTRATE  
KAMISHNA WA KIAPO/ HAKIMU



