

www.cohesion.or.ke

COHESION TODAY

OCTOBER-DECEMBER
ISSUE 2023



EDITORIAL NOTE

Welcome to this Edition of Cohesion Today. Much has happened in the peace building sector. We bring you a summary of all the stories in the just ended quarter. We thank God for your contribution in this edition. Welcome aboard and savour our finest.

STAFF INDUCTION AT KSG MOMBASA

The Kenya School of Government plays a pivotal role in shaping the nation's public service sector. The National Cohesion and Integration Commission (NCIC) new staff members embarked on their induction journey from the 9th-13th October, 2023 at the Mombasa Campus.

The Commission Vice-chair, Wambui Nyutu, and Commissioner Dr. Danvas Makori joined the team on their first day where they fully engaged with them on the Commission's mandate, programmes and Achievements. They also emphasized the importance of being a committed public officer with each duty assigned.

In addition, a dedicated team of seasoned professionals well-versed in pedagogical strategies and adult learning methodologies engaged the staff members in a dynamic blend of traditional classroom sessions and interactions. The one week programme ecomposed of different courses that one should be conversant with while joining the public service.



The National Cohesion and Integration new staff members during the Induction program at Kenya School of Government in Mombasa

The program ended with the members being awarded with certificates and a cake-cutting ceremony.

UCSPAK MASHUJAA EXPO WEEK

The National Cohesion and Integration Commission (NCIC) participated in the Mashujaa Campus Expo week organized by University and Colleges and Students Association of Kenya (UCSPAK) to engage and train youth on peace and security. The event was held on 26th October, 2023, at the University of Nairobi. It served as a platform to unite students and facilitate the coordination of activities and initiatives aimed at fostering peace in institutions of learning.

The event was graced by Vice Chancellors, TVETS principles, UCSPAK's Advisory Group of Eminent persons (AGEP), student leaders from universities, and other Government agencies.

The event kicked off with speeches delivered by notable figures such as NCIC Director Millicent Okatch. In her opening remarks, 'you have the passion, the energy, and the creativity to make a difference. You also have the ability to reach out to other students and mobilize them to take action.' She urged the youth to play a leading role in implementing UNSCR 2250.



**NCIC Director Research and Knowledge Management,
Ms. Millicent Okatch during UCSPAK's Campus expo
week on 26th October, 2023 at the University of Nairobi.**

UCSPAK MASHUJAA EXPO WEEK

She also appreciated and noted that UCSPAK and NCIC have come a long way through conducting numerous dialogues with students such as the program which took place in Eldoret, she was impressed by the students who came up with good ideas for the strategic plan for UCSPAK. Moreover, it champions citizen participation which is met by the diversity of students from across the country.

She explained how NCIC works with the state department of youth and UCSPAK in the 47 Counties. Noting that the journey of peace is long for Kenya, therefore urging the audience to put their best foot forward in everything they do.

Mr. Raymond Ochieng, Secretary for Youth and Development represented H.E E.G.H Ababu Namwamba, Cabinet Secretary for Youth Affairs, creative economy and sports. He reviewed the subjects covered in previous days and highlighted the main theme for the day was Youth, Peace, and Security. Emphasizing the importance of involvement, he urged the young leaders to participate in various initiatives.

Mr. Raymond, who has also served on the presidential task force for Mental Health and Illness Awareness, shared insights gathered during data collection and interactions with the youth.

He advised the students to not only raise their voices but to equally prove the quality of their ideas. He also promised that the Ministry of Youth and Development will bring active engagement, and personal agency, resonating deeply with the aspirations of the youth in attendance.

UCSPAK CAMPUS EXPO WEEK



Mr. Raymond Ochieng, Secretary Youth affairs, state department for youth affairs addressing student's leaders at UCSPAK's campus expo on 26th October, 2023 at the University of Nairobi.

Mr. Killian Nyambu, the Director of Public outreach and Engagement (POED), took the lead in a session that delved deeply into UNSCR 2250 – The Role of Youth in Security and Peacebuilding. This significant United Nations resolution, adopted on December 9th, 2015, recognizes the crucial and positive role that young people play in upholding and advancing global peace and security. The resolution's importance lies in acknowledging the challenges faced by over 1.8 billion individuals aged 10 to 24, particularly the 600 million residing in conflict-affected areas.

UCSPAK CAMPUS EXPO WEEK

Mr. Nyambu emphasized that youth have access to a wide range of interests and stressed the importance of them deciding how to utilize this access. He urged them to volunteer in various programs. He also highlighted how, over time, humanity has become disconnected, leading to divisions, classifications, and conflicts among people. This disconnect has resulted in conflicting perspectives on goals, interests, and ideas among individuals. Mr. Nyambu pointed out that many problems would cease to exist if people could understand and appreciate the diverse views of others, as conflicts often stem from differing perspectives.

UCSPAK CAMPUS EXPO WEEK



Mr. Kilian Nyambu presenting on the UNSCR 2250, Drug and Substance abuse, and alternatives Dispute Resolutions at UCSPAK's campus expo on 26th October, 2023 at the University of Nairobi.

UCSPAK CAMPUS EXPO WEEK

The event also had an exhibition area where the Commission was able to showcase her publications and interact with participants explaining the mandate, programmes and achievements since inception.



Mr. Raymond, Secretary - youth Affairs, state Department for youth affairs visiting NCIC exhibition booth and signing the visitor's book at UCSPAK's campus expo on 26th October, 2023 at the University of Nairobi.

CELEBRATING TWO DECADES OF EXCELLENCE

The standard chartered Nairobi Marathon is more than a race; it's a celebration of athleticism, unity, and sustainability. The National Cohesion and Integration Commission (NCIC) members of staff were honored to take part in this year's marathon. The marathon is an annual event, this year marked the 20th edition since it started. The race took place on Sunday, 29th October, 2023 along the scenic Southern bypass in Nairobi. The route provided breathtaking views of the Nairobi National park, showcasing the natural beauty that our country is renowned for.

The marathon embraced inclusivity, welcoming 25,000 runners; including persons with disabilities, children, and volunteers.

The day unfolded with a myriad of activities, ranging from product service exhibitions at various booths to participants engaging in different kilometer marathon runs. The Commission members of staff took part in the 10Km run.

CELEBRATING TWO YEARS OF EXCELLENCE

The marathon transcended the boundaries of a mere race, becoming a testament to the power of diversity and collective effort.



NCIC Members of staff during the Standard Chartered Marathon on Sunday, 29th October, 2023.

The participants also had a tree-planting session. This aimed to reduce plastic usage, raising awareness about the importance of green spaces within urban landscapes. This symbolized the marathon's commitment to not only promoting physical well-being but also environmental sustainability.

As the marathon concluded, deserving winners were honored with various awards, recognizing their outstanding achievements. However, every participant, regardless of their rank, received a medal, acknowledging their contribution to the shared spirit of the event.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

On Friday 17th November, the National Cohesion and Integration Commission (NCIC), launched the 2023 Ethnic and Diversity Audit report of the Public Service sector at the Villa Rosa Kempinski hotel in Nairobi. The launch marked the second ethnic and diversity audit report done by the Commission preceding the 2016 report. The launch was officially kicked off at 9.40 am by Killian Nyamu, Director Public Outreach and Education Department who was the Master of Ceremony (MC) for the day. The meeting started with a word of prayer and singing the national anthem. The MC warmly welcomed the guests who had graced the launch of a very important report to the nation.

The main objective for undertaking this audit is to ascertain the progress made towards attaining inclusivity in employment post 10 years of devolution in line with the County Governments Act (CGA) No. 17 of 2012. The act stipulates consideration when employing at the County Government Public Service to ensure inclusivity of the minority ethnic communities and other legal provisions on enhancing inclusivity and diversity in the workplace.

The Ethnic and Diversity audit report highlights that over 80% of jobs in the country are dominated by 10 communities, with the Kalenjin community taking (15.83%) of the jobs, while the Kikuyu community took (15.77%), followed by the Luhya community at (11.6%) and lastly Luo community taking (9.81%). The remaining 1% of jobs represent 29 tribes. The report also reveals the total workforce in the country which is 184,876, consists of 53% female, 47% male and 1.14% representing people with disability (PWDs)

Nairobi County has the highest number of employees at 13,513 which represents 7.37% of the distribution of jobs in the counties. On the other hand, the report indicates that only four minority ethnic groups – Somali 4.31%, Maasai 4.0%, Turkana 1.92% and Taita 1.56% are the most represented in County Public Service.

The study also reveals that in 34 counties, a whopping 72% have contravened section 65 (1) (e) of the County Government Act of 2012 with overrepresentation of the dominant communities in their staff.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

The study also reveals that in 34 counties, a whopping 72% have contravened section 65 (1) (e) of the County Government Act of 2012 with overrepresentation of the dominant communities in their staff

The report further validates the fact that the minority communities are still far from achieving adequate representation in the county employment post 10 years of devolution. In its finding, the report revealed that only 13 out of the 47 counties were compliant with the law when it comes to the policy of hiring. Counties like Narok, Tharaka Nithi, Taita Taveta, Embu, Busia, Trans Nzoia, Nakuru, Isiolo, Mombasa, Tana River and Nairobi are compliant. More than 30% of the vacancies at the entry level to members of ethnic groups that are not from the dominant communi

Speeches and Awards

The Ag. CEO of the Commission Mr. Harrison Kariuki, in his welcoming remarks said that the Commission's commitment in ensuring cohesion through continuous improvement in diversity, equity and inclusion is the driving force behind the ethnic and diversity audit report.



Mr. Harrison Kariuki Ag. CEO NCIC giving his remarks during the launch of the Ethnic and Diversity Audit report 17th November, 2023.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

Inter-Peace president Mr. Itonde Kakoma was also in attendance, and reminded the people that peace is not merely the absence of war, it is a virtue, a state of mind, a disposition for benevolence, confidence and justice.



Mr. Itonde Kakoma president InterPeace Kenya at the Ethnic and Diversity report launch on 17th November, 2023.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

In attendance also to witness the launch of the report, was UNDP Kenya representative Dr. Dan Juma who emphasized that, to ensure no one is left behind, stakeholders should renew their commitment to see how we can foster an environment where every individual regardless of race, colour and other identities are empowered.



Dr. Dan Juma, UNDP Kenya representative during the launch of the Ethnic and Diversity Audit ON 17th November, 2023.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

The chairperson, Council of Governors H.E Anne Waiguru, EGH, OGW. sent a representative to witness the launch of the report. In her remarks, the Governor expressed her heartfelt gratitude to all those who played a role in developing the meaningful report by the commission, and stated that one of the pillars that has promoted ethnic diversity is devolution through the decentralized system of governance that has enabled Counties to develop enact legislations geared towards addressing challenges faced by different groups. She also acknowledged that the launch is a clarion call that Kenya's diversity is an asset, and as a council, they firmly believe that when we work, think and act to leverage that asset, we are not only seizing one of the greatest opportunities of our age but also contributing to the larger narrative of a harmonious Kenya.

National Cohesion and Integration Commissioners Danvas and Vice Chair Wambui Nyutu gave a comparative analysis, county specific findings, emerging issues, challenges and recommendations in the report in their presentations during the launch, with the vice chairlady urging Kenyan leaders to be intentional by making deliberate efforts to reach out to the marginalized communities to show them that they matter.

**THE ETHNIC AND DIVERSITY AUDIT
REPORT FOR THE COUNTY PUBLIC
SERVICE.**



Vice Chair NCIC, Wambui Nyutu OGW during the launch of the Ethnic and Diversity Audit report on 17th November, 2023.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

In his speech, the NCIC Chairman Dr. Rev. Samuel Kobia said that social cohesion pillar is essential for ensuring that all Kenyans benefit from the country's development, regardless of their ethnicity, religion, or gender. The chairman also added that the Bottom- Up Transformative Agenda aims to improve the lives of Kenyans at the grassroots level and is based on the principle of devolved government, which proffers more power to local communities to make decisions about their own development including ethnically inclusive employment.

The chairman also mentioned that the commission is seeking the cooperation of the governors, as the commission has started a process towards ethnic audits of the County Governments and National institutions, and requested them to share the ethnic and/ or clan statistical data in employment to help with discerning compliance with Section 7, (1, 2) of the NCI Act No. 12 of 2008.



The NCIC Chairman Dr. Rev Kobia with stakeholders and partners during the launch of the Report on 17th November, 2023.

THE ETHNIC AND DIVERSITY AUDIT REPORT FOR THE COUNTY PUBLIC SERVICE.

In the awards category, Marsabit County emerged the most compliant and carried home the most awards in the same category. Borana, which is the dominant tribe represents 33.41% of job enrolment in the devolved unit in Marsabit.

According to Mr. Ambrose who is the chairperson of the Marsabit County Public Service board, the board has more than nine policies that guard towards ensuring compliance with hiring standards stipulated in the constitution. Bomet County was the worst compliant county with Kalenjin, which is the dominant tribe, representing 97% of staff employment. Out of its total 3,357 employees, 3,268 are Kalenjins while Kisii come in a distant second with a mere 26 employees. West Pokot County is placed as the worst regressed county with a negative 42.35% decline in diversity.

Vote of Thanks

The commission concluded the event with Hon. Eng. Philip Okundi giving a vote of thanks to everyone; from stakeholders from state to non-state who came to witness the launch of the report and to the special team that worked tirelessly to ensure the report was a success. The commissioner also recognized the leadership of the country for promoting diversity and inclusivity, and urged everyone to strive towards attaining the required legal provisions to ensure compliance within the counties.

YALINDENI MAADILI

Kwanza niwape hongera, kwa kazi
mliyofanya,
Kuna mambo yanakera, kwenye
kabila za Kenya,
Watu wanachorachora, vidili
vyakutufinya,
Yalindeni maadili, mjenge
maridhiano;

Nimepitiapitia, hii ripoti ya leo,
Kuna hoja inazua,
ya makabila na vyeo,
Wanakiuka sheria, kujaza jamaa zao,
Yalindeni maadili, mjenge
maridhiano;

Kuna Kaunti fulani, hazijafanya
usawa,
Haziajiri wageni, wala kazi kuzigawa,
Wanapanga chinichini, watu wao
kuteuwa,
Yalindeni maadili, mjenge maridhiano

Mmeweka paruwanya,
Shida za maofisini,
Serikali inapunja,
Watu wa kabila duni,
Leo mmepiga mbinja,
mjini na vijijini,
Yalindeni maadili, mjenge maridhiano

Nawaomba magavana, wanapotoa ajira,
Ni wawe makini sana,
Wasizivuruge sera,
Kwa huruma na ungwana, bora
wajifunge nira,
Yalindeni maadili, mjenge maridhiano

Hata Serikali kuu, siwezi kuibakiza,
Ngazi za chini na juu, Wakenya
inawaliza,
Mkiwa wachache tuu, wengi
watawabamiza,
Yalindeni maadili, mjenge maridhiano

Ikiwa nimewagusa, naomba mvumilie,
Nuhu napiga msasa, ndo hoja ziwafikie,
Rekebisheni makosa, mashinani watulie,
Yalindeni maadili mjenge maridhiano,

Ninaomba Tume hii, iongezwe mamlaka,
Ipewe urefarii, na uwezo wa kushika,
Ili jamaa watii, na kumaliza dhihaka,
Yalindeni maadili, mjenge maridhiano

Mwisho mefika tamati, hapa ninamalizia,
Nataka kwenda kuketi, tayari nahisi
njaa,
Natafuta makulati,
pengine nitatulia,
Yalindeni maadili, mjenge maridhiano

Utunzi wa:
Nuhu Zubeir Bakari,
"Al-Ustadh Pasua"
Shairi la NCIC-Nairobi.
Novemba 2023

PROJECT STEERING COMMITTEE CLOSURE MEETING

The National Cohesion and Integration Commission (NCIC) and its partner, The United Nations Development programme (UNDP) met on 28th November, 2023 for a closure meeting for the Transcending Peace and Security Programme.

The Chairman Rev. Dr. Samuel Kobia, who was heading the committee, shared the progress, achievements and lessons learnt in the year 2023.

The Committee also discussed the implantation modalities of the joint Programme on Peace, Security and preventing violent extremism updates. They also discussed the draft report of the National Peacebuilding Architecture Review Updates, which is to be launched soon.



PHOTO SPEAK

